MODERN SLAVERY STATEMENT

Document REC-POL-004 · Version 1.1 · August 2026 · Review due August 2027

1. Introduction

Recovia Ltd is committed to preventing modern slavery and human trafficking in its business and supply chains. Although Recovia Ltd is below the £36M turnover threshold at which section 54 of the Modern Slavery Act 2015 requires a statement, we publish this statement voluntarily as a matter of good practice and transparency.

2. Our business

Recovia Ltd is a UK commercial debt recovery agency serving business clients across the country. Operations are UK-based and remote-first, supported by third-party suppliers for technology, professional services and administrative support.

3. Our supply chains

Our supply chains include IT and software vendors; marketing, printing and communications providers; professional services (legal, accounting, recruitment); field agents and process servers; and office and facilities providers.

4. Risk assessment

We assess modern slavery risk across our operations and suppliers, considering sector risk, jurisdiction, and the transparency of subcontracted services. The majority of our suppliers operate in the UK under UK employment law; we nonetheless require assurances on labour practices and remain vigilant.

5. Policies and due diligence

- Suppliers are expected to comply with ethical labour standards and provide workforce transparency;
- All staff are legally employed, right-to-work checked, and paid in accordance with UK employment law;
- Concerns can be reported confidentially under our whistleblowing arrangements (see REC-POL-003);
- Anti-slavery clauses are included in supplier contracts where appropriate, and higher-risk suppliers are reviewed periodically.

6. Monitoring

We review supply chain policies regularly, train relevant staff to recognise the signs of exploitation, and investigate any report promptly. Suspected incidents are reported to the appropriate authorities.

7. Approval

This statement is approved by the board of Recovia Ltd and is reviewed annually.

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