



# **Modern Slavery and Human Trafficking Statement**

Here are the steps Bud has taken and continues to take to understand and minimise the potential risk of modern slavery in its business and supply chains. This statement is published in line with section 54(1) of the Modern Slavery Act 2015.

Bud (Bud HR Limited) provides professional services for implementation of HR and Payroll services to employers.

Bud is committed to the principles of the Modern Slavery Act 2015 and the abolition of modern slavery and human trafficking. As an equal opportunities employer, we're committed to creating and ensuring a non-discriminatory and respectful working environment for our staff. We want all our staff to feel confident that they can expose wrongdoing without any risk to themselves. Our recruitment and people management processes are designed to ensure that all prospective employees are legally entitled to work in the UK and to safeguard employees from any abuse or coercion. We do not enter into business with any organisation, in the UK or abroad, which knowingly supports, or is found to be involved in, slavery, servitude and forced or compulsory labour.

### **Our supply chain**

Due to the nature of our business, we assess ourselves to have a low risk of modern slavery in our business and supply chains. Our supply chains are limited, and we procure goods and services from a restricted range of UK and overseas suppliers mainly through UK frameworks. The following policies are available to all staff through our SharePoint site:

- Code of Conduct
- Ethics Policy
- Speak Up Policy
- Bullying and Harassment policy
- Diversity and Inclusion Policy
- Recruitment and Selection Policy

### **Embedding the principles**

We will continue to embed the principles through:

- providing awareness training to staff on the Modern Slavery Act 2015 and informing them of the appropriate action to take if they suspect a case of slavery or human trafficking
- ensuring staff involved in procurement activity are aware of and follow modern slavery procurement guidance on GOV.UK
- ensuring that consideration of the modern slavery risks and prevention are added to Bud's policy review process as an employer and procurer of goods and services
- making sure Bud procurement strategies, and contract terms and conditions include references to modern slavery and human trafficking
- continuing to take action to embed a zero-tolerance policy towards modern slavery
- ensuring that staff involved in buying or procurement, and the recruitment and deployment of workers receive training on modern slavery and ethical employment.

This statement has been approved by Nanik Mirpuri, Director, for the financial year ending 30/06/2025 and will be reviewed annually.

Version	Date published	Owner	Approved	Next review	Change history
V1.0	01/07/2023	Managing Director	Directors	07/2024	
V2.0	01/07/2024	Director	Directors	07/2025	