

Modern Slavery Policy



Purpose: *To summarise our approach to combatting Modern Slavery within Frontline.*

Applies to: *All staff within Frontline Consultancy.*

Owner: MD

Document *First issue: January 2026 Current version: V1*

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Document History

Version	Date	Contributor	History of Edit or Review
1	15/09/2025	LM	Document created
1	28/01/2026	BMc	Reviewed & Document history section added. V2 released

1 Introduction

Frontline (the Company) is committed to preventing acts of modern slavery and human trafficking from occurring, whether in our business or our supply chains, and we require the same standards of our suppliers. This policy will be made available upon request to all who engage with us, whether in employment or in business, so that those parties may familiarise themselves with the contents.

This policy sets out the steps that the Company have taken / will be taking and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. The Company has a zero-tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

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2 OUR BUSINESS & WORKFORCE

The Company operates out of offices in the UK providing IT consultancy services to customers in a variety of industries. We employ staff from a number of IT backgrounds covering ERP Software and Managed Services, including, server and network infrastructure, end user devices, help desk, project management and development.

The Company's recruitment process comprises of a combination of direct recruitment, and recruitment through agencies, all of whom are licenced and reputable.

The onboarding process ensures that all employees' status to live and work in the UK are checked prior to them commencing employment. Further, all our employees are subject to an onboarding process during which employees are informed and advised of the policies and procedures that underpin the way we operate.

3 OUR POLICIES

The Company allows all individuals who work or provide services to us the right to freely choose employment and the right to associate freely with other individuals.

Our employees all have individual and clear contracts of employment, which inform them how to terminate their employment with the Company, should they choose to do so.

Equally, workers are free to choose whether to join a trade union or not.

We ensure our working practices are in accordance with the Equality Act 2010, The Immigration, Asylum and Nationality Act 2006 and all employment legislation. We do not engage in forced or involuntary labour and have a zero-tolerance approach to the same, meaning we do not tolerate any of our suppliers engaging in such conduct. We require suppliers to confirm that they do not participate in any forced or involuntary labour with their workers, subcontractors, agents, or associates.

As part our induction process information on and access to our policies is provided which includes, (but is not limited to) policies on Equal Opportunities, Equality, Diversity & Inclusion, Grievance, Whistleblowing, Corporate Social Responsibility and Anti-Bribery and Corruption.

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4 TRAINING

The Company utilises numerous different methods of training including external training courses with reputable IT training providers and software providers, as well as 'on the job' internal training.

Regular management training is provided focusing on employment law compliance and people management.

All employees are encouraged to watch for signs of modern slavery and our senior employees are aware of the requirements to prevent slavery and human trafficking.

5 RISK

The Company considers their exposure to modern slavery to be limited and we have not identified any areas of high risk.

The above considered, the Company has in any event taken steps to ensure this does not take place in our business or that of our suppliers.

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

- Operating a robust recruitment policy, including eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.
- Operating a whistle blowing policy so that all employees know they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals.

6 SUPPLIERS

The Company conducts due diligence on suppliers before entering into an agreement for the provision of goods and/or services. This includes an online search to ensure that these organisations have never been convicted of offenses relating to modern slavery.

Suppliers are required to confirm that no part of their business operations contradict the Modern Slavery Act 2015.

Any instances of non-compliance with the Modern Slavery Act, or allegation of potential modern slavery in either the Company or in relation to a Supplier would be thoroughly investigated and dealt with appropriately on a case-by-

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case basis. Any allegations of non-compliance should be reported to the Company's Board of Directors.

7 VERSION CONTROL

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Document History & Distribution

Version	Revision Date	Author	History of Edit or Review	Distribution
V1		Hicks Watson		Public