

Modern Slavery and Human Trafficking Statement

Financial Year 2025/26

1. Our Commitment

Zenzero Solutions Limited is committed to conducting business ethically, responsibly and with integrity. We have a zero-tolerance approach to modern slavery, servitude, forced labour and human trafficking in all forms.

We recognise that modern slavery remains a global challenge and are committed to taking reasonable and proportionate steps to identify, assess and mitigate risks within our business and supply chains.

This statement is made pursuant to Section 54 of the Modern Slavery Act 2015 and sets out the steps taken by Zenzero Solutions Limited during the financial year ending 31 March 2026 to prevent modern slavery and human trafficking.

2. Our Culture and Speak-Up Environment

At Zenzero Solutions, we believe that creating a positive, inclusive and respectful workplace is fundamental to preventing unethical practices, including modern slavery and human trafficking.

We are committed to fostering a culture where our employees feel valued, supported and empowered to raise concerns. We encourage open communication and expect all employees, contractors and suppliers to act with honesty, integrity and respect.

We recognise that maintaining a strong speak-up culture is an important safeguard against unethical behaviour. We encourage individuals to report concerns, ask questions and challenge practices that do not align with our values or legal obligations.

Concerns can be raised through a variety of channels, including line management, People Services, Quality & Compliance or the Company's Whistleblowing Procedure. Individuals raising concerns in good faith will be supported, and reports will be treated seriously and investigated appropriately.

We are committed to ensuring that no individual suffers retaliation, discrimination or disadvantage for speaking up about a genuine concern.

By promoting transparency, accountability and respect throughout our organisation, we aim to create an environment where ethical behaviour is expected, supported and actively encouraged.

3. About Zenzero Solutions

Zenzero Solutions Limited is a provider of managed IT services, cloud solutions, cyber security services and digital transformation consultancy.

We support organisations across a range of sectors from our UK operations and work with a network of technology vendors, distributors, service providers and professional partners to deliver services to our customers.

Our Supply Chain

- Hardware manufacturers and distributors
- Software vendors
- Cloud service providers

- Professional service providers
- Recruitment agencies
- Facilities and office service suppliers

4. Governance and Policies

Zenzero Solutions maintains policies and procedures designed to support ethical business practices and minimise the risk of modern slavery.

Relevant Policies and Processes

- Modern Slavery Policy
- Whistleblowing Policy
- Equal Opportunities Policy
- Recruitment Procedures
- Supplier Management Process
- Procurement Controls

Overall responsibility for modern slavery compliance rests with the Board of Directors, with support from relevant operational functions including Quality & Compliance, Finance, Procurement and People Services.

5. Risk Assessment

As a UK-based technology services provider, Zenzero Solutions considers the risk of modern slavery within its direct employment activities to be low. However, we recognise that certain areas of our supply chain may present a greater level of inherent risk.

Risk Area	Risk Level	Key Controls
Direct employment	Low	Right-to-work checks; written employment contracts; compliance with UK employment legislation; fair recruitment and employment practices.
Recruitment services	Low to Medium	Use of reputable recruitment partners; supplier onboarding and review processes; contractual expectations regarding legal compliance.
Technology supply chain	Medium	Procurement through established vendors and distributors; supplier due diligence processes; consideration of supplier governance information where appropriate.
Facilities and support services	Low to Medium	Engagement with established service providers; supplier evaluation processes; escalation procedures where concerns are identified.

6. Supplier Due Diligence

Zenzero Solutions seeks to work with suppliers that share our commitment to ethical business practices.

Supplier management activities may include:

- Supplier onboarding reviews
- Assessment of supplier policies and public commitments
- Consideration of ethical and governance factors during procurement decisions
- Review and escalation of any concerns identified

Where appropriate, suppliers may be asked to demonstrate compliance with applicable legislation and responsible employment practices.

7. Recruitment and Employment Practices

Zenzero Solutions is committed to protecting the rights of all employees and workers. Our employment practices are designed to ensure that:

- All workers have the legal right to work.
- Employment is freely chosen.
- Employees receive clear terms and conditions.
- Individuals are treated fairly and with respect.
- Employment practices comply with applicable UK legislation.

8. Reporting Concerns

Employees, contractors and suppliers are encouraged to report concerns relating to unethical conduct, labour exploitation or potential modern slavery through established reporting channels.

Reports may be raised through:

- Line management
- People Services
- Quality & Compliance
- The Company's Whistleblowing Procedure

All concerns raised in good faith will be considered and investigated appropriately.

9. Training and Awareness

Zenzero Solutions provides modern slavery awareness training to all employees. The training is delivered through an annual e-learning module and helps employees understand what modern slavery and human trafficking are, how to recognise potential indicators within our business and supply chains, and how to raise concerns through the appropriate channels.

Completion of the training is monitored, and its content is reviewed periodically to ensure it remains relevant and reflects current risks and our legal obligations.

10. Measuring Effectiveness

To assess the effectiveness of our approach, Zenzero Solutions will monitor:

- Annual review and approval of this statement

- Annual review of the Modern Slavery Policy
- Strategic supplier reviews
- Investigation of any reported concerns
- Awareness and communication activities relating to modern slavery

At the date of publication, Zenzero Solutions is not aware of any incidents of modern slavery within its operations.

11. Continuous Improvement

During the next reporting period, Zenzero Solutions intends to:

- Continue to review supplier due diligence processes
- Strengthen consideration of ethical supply chain risks during procurement activities
- Increase awareness of modern slavery risks across the business
- Maintain Board oversight of modern slavery prevention activities

12. Approval

This statement has been approved for Financial Year 2025/2026 by the Board of Directors of Zenzero Solutions Limited and is published in accordance with Section 54 of the Modern Slavery Act 2015.

Signed	
Name	Michael Bateman
Position	Managing Director
Date	15/09/2026