

## **Modern Slavery Statement 2026**

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the Danbro Group's slavery and human trafficking statement for the financial year ending 31<sup>st</sup> March 2026. It outlines the steps we have taken to prevent modern slavery and human trafficking in our business operations and supply chains.

### **Our Organisation Structure and Supply Chains**

The Danbro Group comprises of trading entities that provide accountancy, payroll and financial services to contractors, freelancers and SMEs within the UK.

The entities covered by this statement are:

- Danbro Workforce Solutions Ltd
- Danbro Employment Umbrella Ltd
- Trafalgar Workforce Solutions Ltd

Our supply chains consist of:

- Recruitment Agencies
- Professional Service Providers e.g. legal, compliance and auditing firms
- IT Systems and Software Providers
- Office Goods and Service Suppliers

### **Policies in Relation to Slavery and Human Trafficking**

We are committed to ensuring that modern slavery and human trafficking do not take place within our business or supply chains.

Our [Anti-Slavery and Human Trafficking Policy](#) reflects our commitment to acting ethically, with integrity, and with transparency in all business relationships. We also operate a [Whistleblowing Policy](#), which provides a confidential and secure mechanism for reporting concerns.

### **Due Diligence Processes**

We have implemented due diligence processes designed to mitigate the risk of modern slavery within our operations and supply chains. These include:

- Maintaining secure, accurate and auditable systems for employee and client data
- Identifying potentially vulnerable individuals using defined risk indicators, including:
  - Individuals residing with multiple contractor employees
  - Individuals earning below expected market thresholds
- Conducting regular reviews of supplier contracts to ensure compliance with anti-slavery obligations

- Ensuring all workers are paid at least the National Minimum Wage or National Living Wage
- Refusing to engage with organisations that do not meet statutory pay requirements
- Ensuring compliance with the Agency Workers Regulations to promote fair pay practices
- Maintaining robust Anti-Money Laundering procedures in line with applicable legislation

### **Risk Assessment and Management**

We recognise that modern slavery risks can arise in both our direct operations and supply chain. To manage these risks, we:

- Maintain and review a Risk Register on a quarterly basis
- Investigate, record and address all concerns relating to modern slavery centrally
- Raise awareness among suppliers regarding their responsibilities
- Conduct welfare checks for individuals identified as higher risk
- Operate a dedicated compliance function to investigate grievances and uphold standards

### **Key Performance Indicators (KPIs)**

To measure the effectiveness of our actions, we monitor:

- Completion rates of modern slavery training
- Number and nature of concerns raised and resolved
- Outcomes of internal audits and compliance reviews

### **Training and Capacity Building**

We are committed to ensuring that our employees understand the risks of modern slavery and how to identify and report concerns.

Our training programme includes:

- Annual modern slavery awareness training for all employees
- Mandatory induction training covering modern slavery and Anti-Money Laundering requirements
- Ongoing updates in response to legislative and regulatory changes

### **Our Commitment**

The Danbro Group continues to support charitable initiatives through The Danbro Foundation. We are particularly proud to support [Operation Orphan](#), a charity dedicated to protecting vulnerable children in the UK and internationally.

We remain committed to conducting our business responsibly and to continuously improving our practices to combat modern slavery and human trafficking.

Our focus for the coming year includes:

- Increasing awareness across our supply chain through enhanced supplier engagement processes
- Strengthening our Approved Supplier Process
- Continuing to support initiatives that protect vulnerable individuals

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### **Approval**

This statement has been approved by the Board of Directors and will be reviewed and updated annually.