
Modern Slavery and Human Trafficking Statement

Delta Solution BR/PT LTD · Financial year ending 31 December 2025

1. Introduction

This statement sets out the steps Delta Solution BR/PT LTD ("Delta Solution", "we", "us") has taken, and intends to take, to prevent modern slavery and human trafficking in our business and supply chains. Our turnover is below the £36 million threshold in section 54 of the Modern Slavery Act 2015, so this statement is published voluntarily. We are doing so because our clients, our workers and the people whose homes and goods we handle deserve to know that we take labour exploitation seriously.

This is our first modern slavery statement. It covers our first financial period, from 2 December 2024 to 31 December 2025.

2. Our organisation and structure

Delta Solution is a private limited company registered in England and Wales (company number 16114190). We are a small, owner-managed business with around 12 to 15 people working with us, operating a fleet of six vehicles and a warehouse in Milton Keynes.

Our services are:

- Domestic and commercial removals, including local London work and cross-border removals between the UK and Portugal/EU;
- Premium two-person delivery and installation (white-glove) for furniture, white goods and high-value items;
- Warehousing, storage and pallet delivery for business clients;
- Installation services such as pergolas and FF&E;
- Cleaning services;
- Waste and packaging removal as a registered waste carrier.

3. Our supply chains

Our main supply chain relationships are:

- Our workforce: directly engaged porters, fitters, drivers, team leaders and cleaners;
- Occasional subcontractors and labour providers used at peak times, and hauliers or partners supporting cross-border moves;
- Vehicle leasing, fuel, maintenance and insurance providers;
- Packaging materials, equipment and warehouse handling equipment suppliers;
- Licensed waste disposal and recycling sites.

Almost all of our operational spend is with UK-based suppliers.

4. Our policies

We are opposed to all forms of modern slavery, including forced and compulsory labour, debt bondage and human trafficking. Our commitment is supported by:

- This Modern Slavery Statement and a zero-tolerance position on exploitation, communicated to everyone who works with us;
- Recruitment practices that include right to work checks before anyone starts work;

- Health and safety policies and onboarding packs for new starters;
- Written contracts and terms with clients and subcontractors;
- An open-door approach so that anyone can raise a concern directly with the owner/director without fear of reprisal.

During the coming year we will adopt a standalone Modern Slavery Policy and a Supplier Code of Conduct.

5. Risk assessment and due diligence

We recognise that removals, logistics, warehousing and cleaning are sectors where modern slavery risks exist. The areas we consider to carry the highest risk for us are:

- **Temporary and peak-time labour:** casual workers, agency staff and labour supplied by third parties;
- **Subcontracted crews and hauliers**, where we have less direct visibility of how workers are treated and paid;
- **Cleaning services**, a sector with recognised exploitation risk;
- **Cross-border operations**, where workers or partners operate in more than one country.

To manage these risks we:

- Check every worker's right to work in the UK before they start;
- Pay workers a transparent, agreed day rate directly into their own bank account, and never pay wages to a third party on a worker's behalf;
- Never hold workers' passports or identity documents, charge recruitment fees, or require workers to use employer-provided accommodation or transport as a condition of work;
- Work with our crews directly day to day, so managers can notice warning signs;
- Check registration and credentials of subcontractors and waste disposal sites before using them.

6. Training and awareness

As a small team, our owner and team leaders work alongside our crews. We will introduce modern slavery awareness into our onboarding pack during the coming year, covering how to spot indicators of exploitation (such as workers who appear controlled by others, lack access to their own documents or wages, or seem fearful) and how to report concerns, including via the Modern Slavery & Exploitation Helpline (08000 121 700).

7. Reporting concerns

Anyone who works with us, or any client or member of the public, can report a concern to the director in confidence. We will investigate every concern and, where appropriate, report it to the police or the Modern Slavery & Exploitation Helpline. No worker will suffer detriment for raising a concern in good faith.

During this financial year, we have not identified any instances of modern slavery or human trafficking in our operations or supply chains.

8. Measuring effectiveness and next steps

Over the next 12 months we commit to the following and will report on progress in our next statement:

Action	Measure
Adopt a Modern Slavery Policy	Policy approved and shared with all staff
Add modern slavery awareness to onboarding	% of workers who have received the briefing

Introduce a Supplier Code of Conduct	% of subcontractors and labour providers who have signed it
Keep right to work records up to date	100% of workers checked before starting
Record and follow up concerns raised	Number of concerns raised and resolved

9. Approval

This statement was approved by the director of Delta Solution BR/PT LTD on _____ 2026.

Signed: _____

Name: Carlos Manuel Dubini Varejao

Position: Director

Date: _____