

# Modern Slavery Statement 2019

This transparency statement is made on behalf of Adarma Ltd pursuant to section 54(1) of the Modern Slavery Act 2015 (the 'Act') and constitutes our business' slavery and human trafficking statement for the financial year end 30 April 2019.

## Our business and structure

We are a leading IT services provider offering services in Cyber Security operating in the United Kingdom with over 200 employees in Edinburgh, Manchester and London.

## Purpose

Our purpose is to safeguard customer data from theft or damage therefore we take adherence to legislation seriously, therefore always act ethically and with integrity.

## Our supply chains

Our supply chain includes cleaning services, couriers, IT hardware and software providers, building and maintenance contractors, recruitment agencies, marketing services, legal and insurance advisers, training providers, business travel agents and criminal and financial screening agents.

## Taking action

We consider our supply chain the main area of potential exposure to forced labour, consequently, we plan regular assessment of suppliers and continually review our procurement process to ensure that (amongst other criteria) suppliers are selected based on their ability to demonstrate they have appropriate controls in place to tackle forced labour.

In light of our obligations under the Act and through our assessment and review we ensure provisions in each supplier contract include (i) a commitment to taking adequate steps to eradicate forced labour from their business and supply chain and (ii) give us the ability to terminate the contract without notice where the supplier has failed to take such steps.

## Our people

As a destination employer for cyber careers in the UK the recruitment and engagement of staff is of paramount importance to us and we undertake a thorough pre-employment screening process of all staff.

Our senior leadership team at Adarma Ltd are responsible for implementing this Transparency Statement, which is reviewed at least annually and made available on our website.