

## Modern Slavery Act Transparency Statement

This statement is made on behalf of Adarma Limited pursuant to section 54(1) of the Modern Slavery Act 2015 (the 'Act') and constitutes our business' slavery, child labour and human trafficking statement for the financial year end 30 April 2021. This statement was approved by the board of Adarma Limited, and has been signed by our Chief Executive Officer, John Maynard, on 19 March 2021.

### **Our business and structure**

We are a leading IT services provider offering services in Cyber Security operating in the United Kingdom with over 275 employees across Edinburgh and London.

### **Purpose**

Our purpose is to safeguard customer data from theft or damage, therefore we take adherence to legislation seriously and strive to 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, IT consultants, recruitment agencies, marketing services, legal and insurance advisers, training providers and criminal and financial screening agents. As we do not manufacture any tangible goods, we believe the risk of slavery or human trafficking occurring in our business to be very low.

### **Taking action**

We are committed to ethical trading principles and to acquiring goods and services without harm to others. We consider our supply chain the main area of potential exposure to forced labour, consequently, over the last year we have taken action to mitigate our Modern Slavery exposure in our supply chain. We have implemented a Third Party Code of Conduct which we encourage all of our suppliers, contractors and partners to sign up to, which (among other things) ensures (i) a commitment to taking adequate steps to eradicate forced labour within their own businesses and supply chains and (ii) an ability for us to terminate the contract without notice where a supplier has failed to take such steps.

We have updated our supplier onboarding questionnaire which poses questions to potential suppliers on their modern slavery record, and what steps they take to mitigate the risk within their own organisation. Where we consider any new supplier to be within a jurisdiction, industry or sector that is high risk in relation to modern slavery, we will carry out additional due diligence on such suppliers. To this day, there have been no reported incidences of a modern slavery breach within the company or within our supply chain.



We intend to record key performance indicators such as the number of suppliers who agree to comply with our aforementioned Third Party Code of Conduct and incidences of modern slavery being reported. We also intend to implement appropriate training materials for relevant staff involved in the procurement process, to make them aware of the requirements of the Act.

## **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 Limited are responsible for implementing this Transparency Statement, which is reviewed at least annually and made available on our website.

