

# Modern Slavery Statement

## Introduction - General Principles

Acumé Forensics Ltd, is committed to improving company practices to combat slavery and human trafficking. We recognise that slavery and human trafficking is a real yet hidden issue in our society. We will not tolerate slavery and human trafficking in our business or supply chain.

We are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure that any form of slavery is not taking place in our own business or supply chains.

Staff are expected to report concerns and management are expected to act upon them.

## Organisation's Structure

We are a digital forensic company serving Law Enforcement, Government Agencies and other individuals or companies and we are a supplier of digital services to them. As part of our compliance with our services, all our staff are security cleared to SC level as a minimum.

Our head office is in Leeds, as a SME we do not meet the requirements under the Modern Slavery Act 2015 to publish an annual statement, however, we do work with organisations that do meet the requirements and as such are a part of their supply chain.

## Our Business

Is organised from our offices in Leeds into separate business areas: Electronic Presentation of Evidence, 3D Reconstruction, Body and Injury Mapping, Imagery Comparison and Audio-Visual Installations.

## Our Supply Chains

Our supply chains include the sourcing of computing hard and software related to the provision of digital services.

## Our Policies on Slavery and Human Trafficking

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business.

Our Anti-Slavery Policy reflects our commitment to act ethically and with integrity in all our business relationships and to implement and enforce effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

## Due Diligence Processes for Slavery and Human Trafficking

As part of our initiative to identify and mitigate risk:

1. We undertake open staff selection processes via University advertising and specialist technical advertising. We conduct eligibility to work in the UK checks for any employee to safeguard against human trafficking or individuals being forced to work against their will. All references are checked and each employee is subject to vetting to Security Clearance level.
2. Where possible we build long standing relationships with suppliers.

3. We provide a healthy working environment for our staff and contractors that work at our premises.
4. With regards to national or international supply chains, our point of contact is within the UK and we expect these entities to have suitable anti-slavery and human trafficking policies and processes.
5. We expect each entity in the digital supply chain to, at least, adopt 'one-up' due diligence on the next link in the chain.
6. Whistleblowing – we adhere to the UK Forensic Regulator's Code of Conduct v7 which includes, as part of our Staff Handbook, our whistleblowing policy so that all employees know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisal.

### Supplier Adherence to our Value

We have zero tolerance to slavery and human trafficking.

We expect all those in our supply chain and our sub-contractors comply with our values.

Each company Director is responsible for compliance in their respective departments and for their supplier relationships.

### Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to relevant members of staff.

All Directors fully support our implementation of this policy.

### Further Steps

We intend to take the following further steps to combat slavery and human trafficking:

1. We continue to risk assess all new suppliers and ask them to certify that they have taken steps to eradicate modern slavery within their own organisation and supply chain.
2. Where possible existing suppliers have been informed of our expectations and their obligations in relation to the prohibition of modern slavery.
3. We continue to incorporate anti-slavery and human trafficking obligations into procurement agreements and subcontracting arrangements on a risk assessed basis.
4. Include appropriate measures in our due diligence processes for sourcing suppliers, subcontractors and acquisitions on a risk assessed basis.
5. Continue with training to all employees to ensure a high-level understanding of the risks of modern slavery and human trafficking.
6. Where appropriate we will include reference to the Modern Slavery Act 2015 in our policies.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our company's slavery and human trafficking statement for the current financial year.

George Phillips  
Acumé Forensic  
Date 20 October 2021

