ABtec Computer Solutions Ltd

Modern Slavery and Human Trafficking Statement

Financial year 01/03/2025 to 28/02/2026

Document reference	ABT-POL-MS-01
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Approved by	Board of Directors, 06/11/2026
Policy owner	Barry Taylor, Director
Date of issue	06/11/2026
Date of next review	06/11/2027

1. Introduction

This statement sets out the steps ABtec Computer Solutions Ltd ("ABtec", trading as ABtec Managed IT) has taken, and will take, to prevent modern slavery and human trafficking in our business and supply chains.

Our annual turnover is below the £36 million threshold in section 54 of the Modern Slavery Act 2015, so we are not legally required to publish a statement. We publish one voluntarily because many of our customers are schools, trusts and public-sector bodies that expect it, and because it is the right thing to do. It follows the structure of the Home Office statutory guidance, Transparency in Supply Chains (updated 25/03/2025).

This statement covers the financial year from 01/03/2025 to 28/02/2026.

2. Our structure, business and supply chains

ABtec is a UK limited company providing managed IT support, cloud infrastructure (Microsoft Azure and Microsoft 365), network security, internet filtering and IT hardware and software to business and education customers. We operate from one head office at Unit 8, Armstrong Point, Swan Lane, Hindley, WN2 4AU. All our employees are based in the UK.

- IT hardware: bought from UK-based distributors and resellers. We do not buy directly from manufacturers or factories.
- Software, cloud and security subscriptions: bought from major vendors and their UK distribution channels.
- Services: subcontractors and specialist partners used for some installation and project work.
- Facilities: office services such as cleaning, maintenance, security and utilities.

We recognise that the highest risk of modern slavery in our sector sits deeper in the hardware supply chain (component manufacture, assembly and raw-material extraction), beyond our direct (tier 1) suppliers. We do not currently have full visibility below tier 1.

3. Our policies

The following policies support our approach:

- Modern Slavery commitments in this statement, communicated to staff at induction.
- Whistleblowing (public interest disclosure) procedure in our Employee Handbook, allowing staff to raise concerns confidentially without fear of reprisal.
- Safe Recruitment Policy, covering right-to-work, identity and reference checks.
- Adult and Child Safeguarding Policies, which recognise modern slavery as a form of abuse.
- Supplier Evaluation Questionnaire, used when approving suppliers under our ISO 9001 quality system.
- Employee Handbook, covering pay, working time and conduct.

4. Due diligence

- We recruit staff directly or through agencies that are members of the Recruitment and Employment Confederation (REC). We carry out right-to-work checks on every new starter before they start.
- All staff are paid at or above the National Living Wage and are employed on written contracts.
- New suppliers complete our Supplier Evaluation Questionnaire. During FY2026/27 we are adding questions on modern slavery, ethical labour practices and whether the supplier publishes its own statement.
- For our largest hardware and software suppliers, we review their published modern slavery statements as part of supplier approval and annual supplier review.

5. Assessing and managing risk

We assess our own direct operations as low risk: our workforce is UK-based, directly employed and skilled. The main risk sits in hardware supply chains outside our direct control. We manage this by buying through established distributors with their own modern slavery programmes, by favouring vendors that publish supply-chain disclosures, and by flagging any supplier that cannot answer our questionnaire for review by a director.

Not identifying an issue does not mean there is none. We will keep improving our visibility of risk beyond tier 1.

6. Effectiveness and key performance indicators

We will measure progress in FY2026/27 using these indicators:

- Percentage of new suppliers who have completed the Supplier Evaluation Questionnaire (target: 100%).
- Percentage of top 10 suppliers by spend whose modern slavery statement we have reviewed (target: 100%).
- Percentage of staff who have completed modern slavery awareness training (target: 100% of staff, including new starters within their first month).
- Number of concerns raised through whistleblowing or supplier reviews, and the action taken.

7. Training

All staff receive modern slavery awareness as part of induction, covering how to spot the signs and how to report concerns. Staff responsible for purchasing, supplier approval and recruitment receive additional guidance on supplier checks and responsible recruitment. Training records are kept by the HR function.

8. Reporting concerns

Staff, suppliers and customers can report a concern to Barry Taylor, Director (07595 156076, barry@abtec.net), or through the whistleblowing procedure in our Employee Handbook. Concerns can also be reported to the Modern Slavery & Exploitation Helpline on 08000 121 700 or at www.modernslaveryhelpline.org. In an emergency, call 999.

9. Approval

This statement was approved by the Board of Directors of ABtec Computer Solutions Ltd on 06/11/2026 and signed by Barry Taylor, Director. It will be reviewed and republished annually, within six months of our financial year end. It will be linked from our website homepage and may be submitted voluntarily to the UK Government Modern Slavery Statement Registry.

Approval

Signed	Barry Taylor
Print name	Barry Taylor
Position	Director
Date	06/11/2026

Electronically signed by Barry Taylor, Director, on 06/11/2026 following Board approval.

Amendment history

Version	Date	Modified by	Comments
1.0	28/07/2024	Director	Statement for FY ending 28/02/2020 (republished 2024)
2.0	06/11/2026	Barry Taylor	Approved by the Board 06/11/2026. Rewritten for FY2025/26 using the six areas in the 2025 Home Office statutory guidance; KPIs, named signatory and reporting route added