

## Data8 Ltd – Modern Slavery Statement

**Financial Year:** 1 April 2025 – 31 March 2026

**Date:** 13<sup>th</sup> February 2026

Data8 Ltd voluntarily publishes this Modern Slavery and Human Trafficking Statement in line with section 54 of the Modern Slavery Act 2015 and UK Government guidance. Although our turnover is below the statutory threshold requiring publication, we recognise our responsibility to uphold the highest ethical standards.

### 1. Organisation Structure and Supply Chain

Data8 Ltd is a UK-based provider of data quality, validation, and data management services. We operate from the UK with a directly employed workforce and do not use agency, seasonal or temporary labour in high-risk sectors.

Our supply chain primarily consists of:

- Technology and software providers
- Cloud hosting and infrastructure services
- Professional services
- Office facilities and equipment suppliers

These categories are generally considered low risk for modern slavery; however, we remain vigilant and expect all suppliers to uphold ethical labour standards.

### 2. Policies in Relation to Slavery and Human Trafficking

Data8 maintains a zero-tolerance approach to modern slavery and human trafficking. Our internal commitments include:

- Ensuring all employees are paid at or above the UK minimum wage. Data8 will maintain accreditation with the Living Wage Foundation.
- Workers are paid fairly in line with legal and industry standards. Working hours comply with national law, with overtime being voluntary, fairly compensated, and not excessive.
- Prohibiting forced, bonded, or involuntary labour in any form.
- The use of child labour is strictly prohibited. We comply with the minimum working age laws and relevant international standards.
- Workers are free to join or form trade unions and to bargain collectively without fear of discrimination or reprisal.
- Requiring suppliers and contractors to comply with the Modern Slavery Act 2015 or equivalent ethical standards.
- Maintaining clear internal reporting channels for concerns.
- Ensuring directors and managers understand their responsibility to act on any concerns raised.

These policies are reviewed annually to ensure they remain effective and appropriate

### **3. Due Diligence Processes**

To mitigate risks within our supply chain, we undertake the following due diligence, including:

- Assessing new suppliers for ethical and labour-related risks.
- Requiring confirmation of Modern Slavery Act compliance where applicable.
- Reviewing supplier policies and statements.
- Maintaining the right to terminate relationships with suppliers who fail to meet required standards.

### **4. Risk Assessment and Management**

Given the nature of our business and supply chain, we assess our overall risk as low. We continue to monitor:

- Changes in supplier risk profiles
- Updates to UK Government guidance
- Emerging risks in technology and cloud-service supply chains

Where risks are identified, we take appropriate action to mitigate them.

### **5. Key Performance Indicators (KPIs)**

To measure the effectiveness of our approach to preventing modern slavery, we use proportionate KPIs, including:

- Completion rate of annual modern slavery training for all employees
- Number of supplier assurance checks completed each year
- Number of reported concerns relating to modern slavery (expected to remain at zero but monitored)
- Annual review of our policies and supplier standards

These KPIs help ensure our controls remain effective and appropriate for our size and risk level.

### **6. Training and Awareness**

All employees receive training during induction and annual refresher training covering:

- How to identify signs of modern slavery
- How to report concerns
- Their responsibility to uphold ethical practices

This ensures our workforce remains vigilant and informed.



The Data Quality Company

Version: 2.0

### **Reporting Concerns**

Employees, suppliers, and stakeholders are encouraged to report any concerns related to modern slavery or unethical behaviour. All reports are investigated promptly, and appropriate action is taken.

### **Approval**

This statement has been approved by the Board of Directors of Data8 Ltd and is signed on their behalf.

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**Antony Allen**

CEO

Data8 Ltd