

Modern Slavery and Human Trafficking Statement

At Hive Projects, we are committed to being a driving force for positive change, and this commitment extends to our zero-tolerance approach to modern slavery and human trafficking in all its forms. We are dedicated to conducting our business ethically and with integrity, ensuring that our operations and supply chains are free from exploitation. This statement outlines our proactive steps and unwavering commitment to this critical issue.

We are committed to preventing and eradicating modern slavery and human trafficking in our business and supply chain by:

- Operating with the highest standards of ethical conduct.
- Ensuring our team members are treated with respect and fairness.
- Adhering to our legal and ethical obligations under the Modern Slavery Act 2015.

Policies and Due Diligence

To identify and mitigate risk, we have implemented a robust framework of policies and procedures:

- Internal Due Diligence: We conduct thorough checks on our new and existing employees to confirm their right to work and ensure they are paid at least the Real Living Wage.
- Risk Assessment: We have assessed our supply chain and determined that the risk of modern slavery is low, as our suppliers are primarily professional service providers based in the UK.
- Supplier Code of Conduct: Our procurement procedures require suppliers to confirm their commitment to ethical practices and compliance with the Modern Slavery Act.

Training and Awareness

We believe that education is key to prevention. We provide training to our teams on the risks of modern slavery and human trafficking. This training ensures our employees are aware of the signs of exploitation and know how to report any concerns.

Responsibility and Reporting

The Directors of Hive Projects hold the ultimate responsibility for ensuring this policy is upheld. Any concerns regarding modern slavery or human trafficking can be reported confidentially to a director, and all reports will be taken seriously and investigated thoroughly.

We will continue to review and enhance our measures to combat modern slavery, demonstrating our ongoing commitment to being a responsible and ethical business.