

PCbyVoice Anti-Modern Day Slavery Policy

1. Definitions

Modern Slavery - Modern slavery is a serious crime that violates human rights. Victims are forced, threatened or deceived into situations of subjugation, degradation and control which undermine their personal identity and sense of self.

Human trafficking - Human trafficking involves the recruitment or movement of people for exploitation by the use of threat, force, fraud, or the abuse of vulnerability.

2. Introduction

PCbyVoice Ltd understand the potential risks and human suffering related to modern slavery and, as such, is committed to following procedures which will aid in ending such practices.

3. Key Operational Provisions & Worker Protections

In adhering to this policy and maintaining alignment with national and international labour standards, our organisation strictly enforces the following core operational principles across all operations and supply chains:

- **Adherence to Laws:** Full compliance with all applicable local, national, and international employment and human rights legislation.
- **Freedom of Employment & Movement:** Complete freedom for all workers to terminate their employment subject to standard contractual notice, alongside unrestricted freedom of movement.
- **Freedom of Association:** Respect for workers' rights to freedom of association, union membership, and collective bargaining without discrimination or penalty.
- **Protection & Non-Discrimination:** Zero tolerance for any form of violence, harassment, intimidation, or unlawful discrimination.
- **Fair Recruitment:** Strict prohibition of worker-paid recruitment fees, recruitment costs, or bonded labour.
- **Working Hours & Child Labour:** Absolute prohibition of child labour and compulsory/forced overtime.
- **Document Retention:** Strict prohibition against holding, confiscating, or retaining workers' original identity, travel, or immigration documents.

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- **Access to Remedy:** Provision of clear grievance and whistleblowing channels to ensure fair access to remedy, compensation, and justice for any victims of exploitation.

4. Business Procedures

PCbyVoice Ltd has a documented vetting procedure, including questionnaire, when onboarding a new approved supplier. Our existing suppliers have their performance monitored to check, as far as is possible, compliance with the Modern Slavery Act 2015.

The staff members of PCbyVoice Ltd are subject to a DBS check.

The staff members of PCbyVoice Ltd receive training in how to identify modern slavery and what actions to take if this is suspected.

5. Modern Slavery Reporting Protocol:

Immediate Escalation: Any suspected modern slavery instance must be reported directly to PCbyVoice Ltd Director/ Line Manager within 24 hours.

Worker Safeguarding: If an individual is in immediate danger, call relevant emergency authorities (999) or the UK Modern Slavery & Exploitation Helpline (**T-0800 0121 700**): immediately.

Investigation & Action: Initiate a formal ISO 9001 non-conformance review within 5 working days to audit the affected department or supplier, suspend supply chain contracts where necessary, and provide appropriate remedy/support.

Signed on behalf of the supplier:

Frederick Golding
Director
Date: 27/05/2026

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