

Modern Slavery and Human Trafficking Policy

This statement has been prepared by Soteira Consulting Ltd. to meet the requirements of the United Kingdom Modern Slavery Act 2015

1. Policy Statement and Commitment

Soteira Consulting Ltd. is committed to preventing modern slavery and human trafficking in all aspects of our business and supply chains. We recognise our responsibility to act ethically, with integrity, and in accordance with the UK Modern Slavery Act 2015.

Modern slavery is a crime and a violation of fundamental human rights. It takes many forms, including slavery, servitude, forced or compulsory labour, and human trafficking. Soteira Consulting Ltd. has a zero-tolerance approach to modern slavery and is committed to implementing proportionate and effective measures to mitigate the risk of such practices occurring within our operations or those of our suppliers.

2. Scope of the Policy

This policy applies to all individuals working for or on behalf of Soteira Consulting Ltd. in any capacity, including employees, contractors, consultants, and business partners. It also applies to suppliers and service providers engaged by the company.

3. Company Structure and Operations

Soteria Consulting Ltd. is a UK-based professional consultancy providing engineering, safety, and assurance services to organisations operating complex and safety-critical systems. The company operates primarily within the United Kingdom and engages a limited supply chain, predominantly consisting of professional services, IT services, and office-based support functions.

4. Risk Assessment

Due to the nature of our business as a professional consultancy operating primarily within the UK, the overall risk of modern slavery occurring within our operations or supply chain is considered low. However, we recognise that no organisation is entirely risk-free.

Potential risk areas may include:

- Third-party service providers
- Subcontracted professional services
- Indirect suppliers supporting office or IT functions.

Soteira Consulting Ltd. remains vigilant and committed to identifying and responding to any potential indicators of modern slavery.

5. Due Diligence and Controls

To manage and mitigate the risk of modern slavery, Soteira Consulting Ltd:

- Engages suppliers and services providers that operate in compliance with applicable laws and regulations
- Prefers established and reputable suppliers, primarily within the UK
- Expects suppliers and partners to uphold ethical standards consistent with this policy
- Reserves the right to terminate business relationships where serious concerns relating to modern slavery are identified

Due diligence measures are proportionate to the nature, scale, and risk profile of the services provided.

6. Reporting Concerns

All individuals working for or on behalf of Soteira Consulting Ltd. are encouraged to report any concerns or suspicions relating to modern slavery or human trafficking.

Concerns may be raised directly with the Company Director. Reports will be treated seriously, investigated appropriately, and handled confidentially wherever possible. No individuals will suffer retaliation or adverse treatment for raising a concern in good faith.

7. Training and Awareness

Soteira Consulting Ltd. recognises the importance of awareness in preventing modern slavery. The company commits to maintaining appropriate awareness of modern slavery risks and indicators and will provide relevant information or training where proportionate and appropriate to the role or engagement.

8. Responsibility and Governance

Responsibility for this policy, and for ensuring compliance with the UK Modern Slavery Act 2015, rests with the Company Director. This policy will be reviewed annually, or sooner if required due to changes in legislation or business operations.

9. Approval

Responsibility for this policy, and for ensuring compliance with the UK Modern Slavery Act 2015, rests with the Company Director. This policy will be reviewed annually, or sooner if required due to changes in legislation or business operations.



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Company Director

Authorised: 2nd February 2026

Next Review: 1st February 2027