Simoda Limited Modern Slavery Statement

Introduction and commitment

Simoda Limited is a UK provider of IT and technology services and solutions. We are committed to conducting business responsibly and to respecting human rights throughout our operations and supply chains.

Modern slavery includes slavery, servitude, forced or compulsory labour and human trafficking. Simoda Limited has a zero-tolerance approach to these practices. We recognise that modern slavery risks cannot be addressed by assurances alone and require proportionate risk assessment, due diligence, engagement, monitoring and continuous improvement.

Based on our current turnover, Simoda Limited is not legally required to publish a statement under section 54 of the Modern Slavery Act 2015. We publish this statement voluntarily to explain the steps taken during the financial year ending September 2026 to identify, prevent and address modern slavery risks in our business and supply chains.

1. Our organisation and supply chains

Simoda Limited operates in the IT and technology services sector from the United Kingdom. Our activities include the supply, install, maintenance, support and replacement of a range of IT and Technology products.

Our supply chain principally includes technology manufacturers, distributors, software and cloud service providers, telecommunications providers, professional advisers, facilities providers, recruitment services and other business-support suppliers. Some products and services may involve extended international supply chains, including the manufacture of electronic equipment and the provision of outsourced or subcontracted services.

Responsibility for overseeing this statement and Simoda's approach to modern slavery rests with our Managing Director. Operational responsibility is shared across procurement, finance, people and management functions, as appropriate.

2. Policies and governance

Our approach is supported by relevant company policies and procedures, which include our code of conduct, procurement and supplier onboarding procedures, whistleblowing arrangements, recruitment practices, equality and dignity-at-work standards, and disciplinary procedures.

Employees and representatives are expected to act ethically, comply with applicable law and raise concerns where they identify suspected exploitation or unethical working practices. Concerns may be raised with a line manager, the People team. Reports will be handled sensitively and, where appropriate, escalated to the relevant authorities or specialist organisations.

We will review relevant policies at least annually and when there is a material change in our activities, supply chains, risk profile or legal obligations.

3. Risk assessment and management

During the reporting period, we considered modern slavery risk across our own operations and supply chains. Our assessment takes account of factors such as sector, geography, workforce profile, use of recruitment intermediaries or subcontracting, reliance on temporary or low-paid labour, supply-chain complexity and the nature of the goods or services purchased.

We recognise that potential areas of higher inherent risk may include the manufacture of IT hardware and electronic components, logistics, cleaning and facilities services, recruitment or agency labour, and suppliers operating through complex international supply chains. Identification of an inherent risk does not mean that modern slavery is occurring; it helps us determine where additional enquiries or controls may be appropriate.

4. Due diligence and remediation

We apply proportionate checks when appointing and reviewing suppliers. Depending on the level of risk, these checks may include reviewing supplier policies or published modern slavery statements, confirming business and ownership information, asking targeted questions about labour standards and subcontracting, considering appropriate contractual obligations, and escalating concerns for further review.

Where concerns are identified, we will seek to understand the circumstances and engage with the supplier to agree proportionate corrective action. We will not automatically terminate a relationship were doing so could increase harm to affected workers. Where appropriate, we will seek specialist advice, prioritise the safety and interests of potential victims, preserve relevant information and report concerns to the competent authorities.

5. Training and awareness

We aim to provide proportionate information or training to employees whose roles may encounter modern slavery risks, including colleagues involved in procurement, supplier management, recruitment and people management. This covers recognising indicators of exploitation, responding to concerns, escalation routes and the importance of a victim-centred approach.

During the reporting period, all staff have completed our online Modern Slavery course, which is completed annually.

6. Monitoring and effectiveness

We will monitor the effectiveness of our approach through proportionate measures. These may include the proportion of relevant suppliers subject to risk screening, completion of agreed supplier actions, training completion, concerns raised and resolved, contracts containing appropriate standards, and periodic review of higher-risk suppliers.

7. Priorities for the next reporting period

During the next reporting period, Simoda Limited intends to:

- confirm ownership and accountability for modern slavery risk;
- complete or refresh a documented, risk-based review of key suppliers and categories;
- strengthen supplier onboarding and contractual expectations where proportionate;
- provide targeted awareness or training for relevant colleagues;

- maintain clear and confidential routes for raising concerns; and
- develop practical measures to assess progress and effectiveness.

Progress against these priorities will be reported in our next statement.

Contact

Questions or concerns about this statement or Simoda Limited's approach to modern slavery may be sent to info@simoda.co.uk. If there is an immediate risk of harm, contact the emergency services.

Approval and signature

This statement was approved by the Board of Simoda Limited on [insert approval date] and signed on its behalf by:

Daniel Bumby
Managing Director
Simoda Limited

Signature: 

Date: 8th October 2026

Statement for the financial year ending September 2026

Prepared with reference to the Home Office statutory guidance, "Transparency in supply chains: a practical guide", updated 1 December 2025.