

Modern Slavery Statement 2024 – 2025

This statement is published in line with section 54(1) of the Modern Slavery Act 2015.

Introduction

This statement sets out AZebra Pay's actions to understand all potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its own business and its supply chains in accordance with the Modern Slavery Act 2015. This statement relates to actions and activities during the financial year [1 April 2024 – 31st March 2025].

As part of the umbrella payroll industry, the organisation recognises that it has a responsibility to take a robust approach to slavery and human trafficking.

Our commitment to the principles of the Modern Slavery Act 2015

The organisation is absolutely committed to preventing slavery and human trafficking in its corporate activities, and to ensuring that its supply chains and all parts of the business are free from slavery and human trafficking.

Organisational structure and supply chains.

This statement covers the activities of:

- AZebra Pay Ltd engages with recruitment agencies to provide payroll services to temporary workers. As their employer we provide all of our workers with full statutory employment rights and benefits.

Countries of operation and supply

The organisation currently operates in the following countries:

- This is a UK only service.

Assessment Process

The following is the process by which the company assesses whether or not particular activities or countries are high risk in relation to slavery or human trafficking:

- AZebra Pay Ltd's risk in relation to slavery or human trafficking is minimal. AZebra carries out full ID checks including ECS (Employers Checking Service) checks where applicable. All employees are entitled to full employment rights and are never paid below National Minimum Wage. We make sure we understand our agencies business and temporary requirements. We provide advice and guidance as to whether the solutions will be suitable for their workers. We will not engage with an agency, or

a temporary worker where the requested payroll solution is not deemed to be compliant or suitable for the employee.

High-risk activities

The following activities are considered to be at high risk of slavery or human trafficking:

- AZebra Pay Ltd does not engage with any agencies or workers at high risk.

Embedding the Principles

- Ensuring staff involved in our supply chains are aware of and follow [modern slavery procurement guidance on GOV.UK](#)
- Providing awareness training to AZebra Staff on the Modern Slavery Act 2015 and informing them of the appropriate action to take if they suspect a case of slavery or human trafficking.
- Continue to take action to embed a zero-tolerance policy towards modern slavery

Responsibility

Responsibility for the organisation's anti-slavery initiatives is as follows;

- Policies: Lucy Richardson – Director, AZebra Pay Ltd, The Old Chapel, 69 Primrose Hill, Kings Langley WD4 8HX

Signed

Sally Parker

Sally Parker
Managing Director
AZebra