Test Driven Solutions – Modern Slavery Statement

Financial Year Ending April 2026

This statement is made pursuant to section 54(1) of the UK Modern Slavery Act 2015 and outlines the actions taken by **Test Driven Solutions Limited (TDS)**, a Newcastle-based technology consultancy, during the financial year ending **April 2026**, to identify, prevent, and address modern slavery and human trafficking within our operations and supply chains.

Introduction

Modern slavery is a serious and often hidden crime that encompasses slavery, servitude, forced labour, and human trafficking. It can affect people of all ages, genders, and nationalities and may be present in supply chains across all industries.

At **TDS**, we are committed to conducting our business with the highest standards of ethics, transparency, and integrity. We have a zero-tolerance approach to modern slavery and are dedicated to ensuring that slavery and human trafficking have no place in our business or the wider supply chains we rely on.

Our Business

TDS is a global software technology consultancy headquartered in Newcastle upon Tyne, with additional offices in Calgary (Canada) and Wroclaw (Poland). We specialise in connecting clients with high-calibre consultants to support the delivery of projects across various sectors, including financial services, renewables, and healthcare. Our services are delivered through both off-site development teams and augmented resources integrated into clients' in-house teams.

Supply Chains and Risk Assessment

Our supply chain is made up of professional services providers, software and hardware vendors, freelance consultants, and facilities management companies. The majority of our suppliers are based in the UK and subject to UK employment laws and standards.

We assess modern slavery risk based on the nature of the goods or services provided, the geographical location of the supplier, and the supplier’s own policies and practices. At present, we consider the overall risk within our supply chain to be low. However, we remain committed to ongoing assessment and improvement.

Governance and Policies

TDS is governed by a Senior Leadership Team (SLT) that is accountable for the ethical conduct of the business, including modern slavery compliance. Our internal policies support our commitment to fair labour practices and include:

- **Anti-Slavery and Human Trafficking Policy**

- **Code of Conduct**
- **Whistleblowing Policy**
- **Responsible Procurement Guidelines**

All employees, contractors, and suppliers are expected to comply with these policies and uphold the principles they set out.

Employment Practices

We ensure all our employees work in safe, fair, and legal conditions. We do not use zero-hours contracts for permanent staff and are committed to paying our staff the real living wage.

All permanent employees receive a competitive employment package, including holiday entitlement above the statutory requirement, private health cover, lifestyle benefits and various other perks.

As part of our onboarding process, we carry out right-to-work checks, identity verification, and relevant background screening.

We also require similar standards from any recruitment agencies or third parties involved in hiring on our behalf.

Due Diligence and Supplier Standards

We take a risk-based approach to supplier due diligence. Where appropriate, we seek confirmation from suppliers that they comply with the Modern Slavery Act and have policies and procedures in place to prevent slavery and exploitation.

As we continue to grow, we aim to strengthen our procurement processes further by introducing:

- Standard contractual clauses on modern slavery
- Enhanced onboarding checks for higher-risk suppliers
- Regular reviews of supplier practices where warranted

We reserve the right to terminate relationships with any suppliers found to be in breach of anti-slavery laws or ethical standards.

Training and Awareness

TDS is committed to ensuring all employees understand the importance of preventing modern slavery. Awareness of relevant policies is included as part of employee onboarding, and we plan to introduce formal training modules to reinforce this understanding across the business.

Looking Ahead

In the coming year, TDS will:

- Strengthen supplier vetting processes
- Review and improve our risk management practices
- Introduce formal supplier onboarding standards related to ethical sourcing and modern slavery
- Establish an anonymous Whistleblowing Hotline for employees to report any concerns pertaining to modern slavery
- Launch annual modern slavery awareness training for staff
- Review our internal policies and due diligence processes to ensure continuous improvement

Reporting and Monitoring

Employees are encouraged to report any concerns related to unethical or illegal practices, including modern slavery, through our confidential whistleblowing process. Up to this point, 30.05.2025, TDS have received no complaints or concerns regarding modern slavery via internal staff or external third parties, although we are committed to taking any complaints seriously and following through with remedial action if necessary.

We monitor our internal policies and supplier practices annually to ensure they remain effective and aligned with best practice and legal requirements.

TDS holds and maintains an up-to-date supplier list inclusive of contact details, to be reviewed regularly by the SLT.

Signed on behalf of Test Driven Solutions:

Sam Clark, CEO: 

Date: 30.05.2025