

Modern Slavery Statement

Company Name:	Next Ventures Group and its Subsidiaries ('the Company')
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Introduction from the board of directors

At Next Ventures Limited we understand the importance of equality in the workplace. This statement summarises how Next Ventures operates, the policies and processes in place to minimise inequality in the workplace and the procedures in place to promote long term viability of the business.

Next Ventures adheres to the laws under the Modern Slavery Act 2015 (MSA) and ensures all employees are free of exploitation. We are committed to the highest standards in transparency, as shown in our Employee Handbook.

Background

Next Ventures Limited is a trading entity of Next Ventures Group Limited. We are a specialist IT Recruitment Company that sources and supplies niche technology talent. The Company has approximately 100 employees operating throughout the business with total annual revenue of £53m.

We are fully committed to ensuring that no human trafficking, slavery or any forced labour is present within our organisation or supply chains. We accept a social responsibility to be aware of the risks and all employees and contractors expected to report any concerns, however small. Management are trained to act upon any information that may indicate there could be a problem.

Our Supplychain

As a provider of recruitment services we consider our supply chain to be relatively limited compared to other goods and service providers. We use external services for maintenance and general support of our office such as cleaning, telecommunications and online timesheet services for our contractors. We outsource IT and Legal services nevertheless keeping a close relationship and therefore visibility of our supply chain.

We audit all our suppliers in the supply chain to ensure there is a limited risk of labour exploitation. This is shown in our due diligence processes. They demonstrate our commitment to protecting Human Rights.

Due Diligence Processes for Slavery and Human Trafficking

As an employer

Next Ventures ensures that all employees:

- are provided with a clear contract of employment;
- have a clear process in which to raise concerns within the Next Ventures' business; and
- have visibility of this statement and are made aware of the requirement for employees to support and uphold human rights principles and know that Next Ventures will not tolerate, engage in or support the use of, forced labour.

Next Ventures does not employ individuals that would be considered to be 'child workers'. Young and inexperienced workers may be employed or given work experience, but they are subject to the rights and protections that we afford all workers. Basic rights which we expect all employees to enjoy, include:

- the right to a reasonable wage (e.g. UK Living Wage);
- the right to a safe working environment;
- the right to an appropriate level of holiday and cover for period of sickness; and
- the freedom to complain directly or via our whistleblowing policy.

Training

All employees, especially those involved in recruitment and supply chain management, will receive mandatory and regular training to recognize the signs of modern slavery, human trafficking, and child labor. This training will cover the company's commitment to ethical practices, the specific risks within the technology recruitment sector, and the procedures for reporting any concerns. By ensuring a high level of awareness and understanding, Next Ventures empowers its team to act as a crucial line of defense in preventing and addressing these abuses within its operations and broader supply chain.

Conducting our business & our supply chain

Next Ventures supplies independent contractors to a number of clients globally. We have established and audited procedures to ensure that those individuals:

- have a right to work in the country where they are providing services. This involves requesting passport and VISA copies. A delay in providing eligibility to work documentation may indicate a modern slavery issue;
- have a bank account in their business name into which their remuneration is paid; and
- ensure they are free to leave their assignment on reasonable notice.

As a provider of recruitment services we consider our supply chain to be relatively limited compared to other goods and service providers. We use external services for maintenance and general support of our office such as cleaning, telecommunications and online timesheet services for our contractors. We outsource IT and Legal services, nevertheless, we keep a close relationship with all suppliers and therefore have a good visibility of our supply chain.

We audit all our suppliers in the supply chain to ensure there is a zero-tolerance strategy in place regarding labour exploitation.

As part of our initiative to identify and mitigate risk:-

- We ask to review the Slavery and Human Trafficking Statement of any suppliers that we contract with.
- As a service industry account managers build longstanding relationships with clients, contractors and candidates and we make clear our position on Modern Slavery and Human Trafficking, any suspicion of such would be reported back to management.
- We audit all our suppliers in the supply chain to ensure there is a zero-tolerance strategy in place regarding labour exploitation.

Effectivness

No incidents relating to our modern slavery statement or human rights have been reported or identify within our organisation or any of our supply chain in the past financial year.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our group's slavery and human trafficking statement for the current financial year end 30.12.2021

Approved by the Board 03,02,2023

Richard Lacey & Darren Rosenfeld Directors

Next Ventures Group Limited



Richard Lacey
Chief Executive Officer