



**BLUEBOW
RESEARCH &
CONSULTANCY**

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MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

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Organisation: Bluebow Research & Consultancy Ltd

1. Introduction

This statement is made voluntarily by Bluebow Research & Consultancy Ltd in support of the **Modern Slavery Act 2015**, despite being under the statutory reporting threshold. We recognise our responsibility to uphold human rights and prevent any form of modern slavery or human trafficking within our operations or supply chains.

We are committed to ethical business practices and transparency, and we aim to ensure that all individuals working with or for Bluebow are treated with dignity, respect, and fairness.

2. Organisation Structure and Operations

Bluebow is a UK-based SME (1-10 staff) providing digital, research, and consultancy services to public sector clients across the UK. Our business model is office-based and remote-first. We do not manufacture or import/export goods, and our services are delivered by directly employed staff using UK-based platforms and tools.

Our supply chain consists of UK-registered service providers such as cloud hosting, software, office equipment, and occasional specialist advisors.

3. Risk Assessment and Due Diligence

Although the risk of modern slavery in our operations is low, we remain vigilant. Our approach includes:

- Conducting basic due diligence on all new suppliers.
- Requiring confirmation from any external partners that they adhere to ethical labour practices.
- Prioritising UK-based or ISO-certified suppliers where possible.
- Including anti-slavery terms in our standard contracts and procurement templates.

4. Policies and Procedures

We have the following internal policies to support ethical conduct:

- **Whistleblowing Policy:** Encourages staff to report any concerns in confidence.
- **Code of Conduct:** Sets expectations for ethical and lawful behaviour.
- **Equality and Diversity Policy:** Ensures non-discrimination and inclusive working practices.

5. Training and Awareness

All staff receive induction covering ethical practices, human rights, and how to identify red flags linked to modern slavery. Awareness is refreshed annually. The Director and Compliance Lead maintain awareness of risks in supplier onboarding and procurement.

6. Continuous Improvement

This statement is reviewed annually. If we expand operations, increase subcontracting, or work internationally, we will strengthen our due diligence accordingly. We remain committed to ongoing improvement and to collaborating with clients who share these values.

Approved by:
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Chief Executive Officer
Bluebow Research & Consultancy Ltd



Signed:
Date: 05/05/2025



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