



Modern Slavery & Human Trafficking Statement

A voluntary public statement on forced labour, exploitation and responsible supply-chain practice.

Document reference	BC-POL-006
Version	2.0
Status	Approved for publication
Approval date	08 August 2026
Next review	08 August 2027

Legal entity: Becks & Clates Ltd | Company number: 15821561
Registered office: 320 Firecrest Court, Centre Park, Warrington, WA1 1RG
Approved by: Director, Becks & Clates Ltd

Document control

Document title	Modern Slavery & Human Trafficking Statement
Reference	BC-POL-006
Owner	Director
Approved by	Director, Becks & Clates Ltd
Version	2.0
Effective date	08 August 2026
Review cycle	At least annually and following material legal, operational or organisational change

Document status: public. Printed copies are uncontrolled. The version published by Becks & Clates is the current controlled version.

Contents

1. Statement
2. Business and supply-chain profile
3. Risk-based due diligence
4. Employment and freelance standards
5. Reporting and remediation
6. Training, monitoring and approval
7. Legal reference

Statement

Becks & Clates does not tolerate slavery, servitude, forced or compulsory labour, human trafficking or exploitation in its operations or supply chain.

This statement is published voluntarily as part of our supplier and ethical standards. Becks & Clates will comply with any statutory reporting duty that becomes applicable to the business.

Business and supply-chain profile

Becks & Clates is a UK marketing and creative production business. Typical suppliers include freelance creatives, camera and production crew, editors, designers, software and cloud providers, equipment suppliers, venues, travel providers and professional services.

Our direct workforce and predominantly professional-services supply chain are generally lower risk than labour-intensive global manufacturing. Risk is not assumed to be zero, particularly where equipment, merchandise, print, overseas production or subcontracted labour is used.

Risk-based due diligence

- Use reputable suppliers and obtain appropriate identity, business, insurance or capability information depending on risk.
- Avoid cash or opaque labour arrangements that prevent reasonable understanding of who performs the work.
- Consider labour, location and supply-chain risk when sourcing physical goods or overseas services.
- Require subcontractors to comply with law and the Supplier Code of Conduct where appropriate.
- Escalate indications of withheld documents, coercion, debt bondage, unlawful recruitment fees, threats, unsafe accommodation or restricted freedom of movement.

Employment and freelance standards

- Work must be voluntary and individuals must be free to terminate arrangements subject to lawful contractual notice.
- No worker should be required to surrender passports or identity documents as a condition of work.
- Recruitment fees must not be imposed on workers in a manner associated with forced labour.
- Right-to-work and age requirements are followed where applicable.
- Terms and payment arrangements should be clear and lawful.

Reporting and remediation

Anyone working with Becks & Clates who suspects modern slavery or exploitation should raise it with the Director. Concerns may also be reported through appropriate public authorities where necessary.

- Immediate safety takes priority.
- The company will avoid actions likely to increase risk to a potential victim.
- Supplier relationships may be suspended or terminated where serious concerns are substantiated and not effectively remediated.

Training, monitoring and approval

- Relevant managers and project leads are expected to recognise basic indicators of exploitation and escalate concerns.
- Supply-chain issues and any reported concerns are reviewed as part of annual policy review.
- This statement was approved for publication by a Director of Becks & Clates Ltd on 08 August 2026.

Legal reference

- Modern Slavery Act 2015, including section 54 where applicable.

Publication of this voluntary statement does not imply that Becks & Clates currently meets the statutory turnover threshold for a mandatory section 54 statement.