



ITNextGen Limited  
Digital Technology Specialists

# MODERN SLAVERY STATEMENT

## ITNextGen Limited

314 Midsummer Court, Midsummer Boulevard, Milton Keynes, MK9 2UB

E: [publicsector@itnextgen.co.uk](mailto:publicsector@itnextgen.co.uk) | M: 07545809681 | W: [www.itnextgen.co.uk](http://www.itnextgen.co.uk)



## 1. INTRODUCTION

This statement is made in accordance with Section 54 of the Modern Slavery Act 2015 and constitutes ITNextGen Limited's voluntary modern slavery and human trafficking statement for the financial year ending 31st August 2025.

While ITNextGen Limited is not legally required to publish a statement due to its turnover being below the statutory threshold, we recognise the importance of transparency and ethical business practices and therefore choose to publish this statement voluntarily.

ITNextGen Limited is committed to preventing slavery and human trafficking in its corporate activities and supply chains. We have zero tolerance for modern slavery in any form and are committed to acting ethically and with integrity in all our business relationships.

## 2. OUR ORGANISATION AND BUSINESS

ITNextGen Limited is a UK-based technology consultancy specialising in cloud services, software engineering, artificial intelligence, and digital transformation services, primarily serving the UK public sector.

Our business model consists of:

- Providing specialist technology consultancy services
- Delivering cloud, AI, and digital transformation projects
- Employing UK-based technology professionals
- Hiring range of professional service providers, technology partners, recruitment agencies, independent contractors

Turnover:

ITNextGen Limited is a small to medium enterprise with annual turnover below the £36 million statutory threshold, however we recognise the importance of transparency and ethical business practices regardless of our size.

## 3. OUR SUPPLY CHAINS

Our supply chains are simple and low-risk, consisting primarily of:

- Technology and software platforms (Microsoft Azure, AWS, Google Cloud, etc.)
- Professional services subcontractors (UK-based technology specialists)
- Office and administrative services
- Training and professional development providers
- Insurance and professional indemnity services

Many of our major suppliers are established UK or international technology companies that publish their own modern slavery statements or ethical sourcing policies.



## 4. OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING

ITNextGen Limited operates the following policies that are designed to prevent modern slavery:

### 4.1 Recruitment and Employment Policy

- All employees are directly employed by ITNextGen Limited with full UK employment contracts
- Right to work checks are conducted for all employees
- We do not use temporary or agency workers without proper verification
- All employees receive fair wages above National Living Wage rates
- We maintain transparent employment terms and conditions

### 4.2 Supplier Code of Conduct

- We expect all suppliers to uphold ethical standards
- New suppliers are assessed for modern slavery risks
- We include anti-slavery clauses in supplier contracts
- We reserve the right to terminate relationships with suppliers who breach these standards

### 4.3 Whistleblowing Policy

- We encourage all employees, contractors, and suppliers to report concerns
- Protection is provided to those who raise genuine concerns
- Reports can be made confidentially via email to [publicsector@itnextgen.co.uk](mailto:publicsector@itnextgen.co.uk)

## 5. DUE DILIGENCE PROCESSES

ITNextGen Limited undertakes the following due diligence measures:

### 5.1 Supplier Assessment

- Verification of supplier credentials and registration details
- Review of supplier modern slavery statements where applicable
- Assessment of country and sector risk for international suppliers
- Priority assessment for suppliers providing labour or managed services

### 5.2 Contractual Protections

- Standard terms and conditions include anti-slavery provisions
- Suppliers must confirm compliance with the Modern Slavery Act 2015
- Right to audit and terminate for non-compliance
- Requirement for subcontractors to meet the same standards



### 5.3 Employee Verification

- Right to work verification for all employees
- Direct employment relationships with clear contracts
- Regular review of employment practices
- Payroll verification and audit trails

## 6. RISK ASSESSMENT AND MANAGEMENT

ITNextGen Limited has assessed the following risk areas:

#### Low Risk Areas:

- Direct employment (all UK-based with proper contracts)
- Major technology platform suppliers
- Professional services (UK-based verified contractors)

#### Medium Risk Areas:

- Offshore subcontractors or overseas suppliers (if used)
- Supply chain beyond tier-1 suppliers
- Cleaning, facilities, and office services (where applicable)

#### Mitigation Measures:

- Preference for UK-based suppliers with transparent employment practices
- Verification requirements for any offshore or international suppliers
- Regular review and monitoring of supplier relationships
- Escalation procedures for concerns

## 7. EFFECTIVENESS AND KEY PERFORMANCE INDICATORS

To measure the effectiveness of our approach, we monitor:

- 100% of employees have verified right to work documentation
- 100% of new suppliers complete modern slavery compliance questions
- Zero incidents of modern slavery identified in our operations or supply chain
- Annual review and update of this statement
- Training completion rates for relevant staff

#### Current Status:

- All employees properly contracted and verified
- No modern slavery concerns identified
- All major suppliers verified and compliant
- This statement will be published on the company website



## 8. TRAINING AND AWARENESS

ITNextGen Limited provides:

- Modern slavery awareness briefings and guidance for directors and senior management
- Guidance for procurement and contract managers on identifying risks
- Resources and escalation procedures for all staff
- Annual review of policies and procedures
- Updates on legislative changes and best practice

## 9. GOVERNANCE AND ACCOUNTABILITY

Responsibility for modern slavery compliance rests with:

- Directors: Overall accountability for policy and compliance
- Senior Management: Implementation of procedures and supplier management
- All Staff: Vigilance and reporting of concerns

This statement is reviewed annually and approved by the Board of Directors.

## 10. CONTINUOUS IMPROVEMENT

ITNextGen Limited commits to:

- Annual review and publication of this statement
- Ongoing assessment of supply chain risks
- Enhancement of due diligence procedures as the business grows
- Engagement with industry best practice
- Transparent reporting of any issues identified

## 11. APPROVAL

This statement has been approved by the Board of Directors of ITNextGen Limited.

Signed: 

Name: Atul Patil

Position: Director, ITNextGen Limited

Date: 30<sup>th</sup> August 2025

Next Review Date: August 2026