



CreateFuture Anti-Modern Slavery & Human Trafficking Statement (2026)

Title: Modern Slavery and Human Trafficking Statement

Date: January 2026 (Version 3)

Review Date: January 2027

Compliance Lead: Finance Director

1. Our Mission and Commitment

At CreateFuture, we are on an action-driven mission: to create tomorrow, together, today. This mission is rooted in our core value of caring deeply for our colleagues, clients, and communities. We acknowledge that modern slavery is a hidden crime and a violation of fundamental human rights, taking forms such as forced labour, debt servitude, and human trafficking.

CreateFuture maintains a zero-tolerance approach to modern slavery. We are committed to acting ethically and with integrity in all business dealings and to implementing effective systems to ensure slavery is not taking place within our own business or our supply chains. This statement is made in accordance with our obligations under the Modern Slavery Act 2015 and our Internal Policy (Version 3, 2026).

2. Scope and Applicability

This statement applies to all individuals working for or on behalf of CreateFuture and its subsidiaries at all levels and grades. This includes:

- Senior managers, officers, and directors.
- Employees (permanent and fixed-term).
- Contractors, advisors, and seconded staff.
- Agency staff, volunteers, interns, and agents.

3. Responsibility for the Policy

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The Board of Directors: Holds overall responsibility for ensuring CreateFuture complies with legal and ethical obligations.

People Partners: Responsible for day-to-day implementation, monitoring effectiveness, and providing guidance on compliance.

Managers: Responsible for ensuring those reporting to them understand and adhere to the policy.

4. Due Diligence and Supply Chain Management

We categorise our supply chain engagement into a Transparency Framework to ensure continuous improvement:

Level 1: Baseline (Current Focus)

Contractual Integrity: Including mandatory anti-slavery clauses in 100% of new Tier 1 contracts and requiring suppliers to cascade these standards.

Risk Registry: Maintaining a registry of all Tier 1 suppliers and identifying top risks based on sector and geography.

Onboarding: All new joiners must read and sign the Modern Slavery Policy and Statement within their first week.

Whistleblowing: Providing documented access to an anonymous whistleblowing process for all employees.

Level 2: Enhanced

As our baseline initiatives mature, we are moving toward enhanced disclosures to demonstrate industry leadership, including deeper audits and broader supply chain visibility.

5. Identifying and Preventing Slavery

We empower our people to remain vigilant. In accordance with our 2026 policy, we train staff to identify key indicators of exploitation, such as:

- Individuals not in possession of their own passport or travel documents.

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- Workers who appear withdrawn, frightened, or allow others to speak for them.
- Limited social interaction or restricted freedom of movement.

Recruitment Protections: We ensure all employees reach the minimum legal age for employment, receive written contracts with no "recruitment fees," and are fully informed of their statutory rights (sick pay, holiday pay, and benefits).

6. Training and Awareness

Training on the risks of modern slavery forms a mandatory part of the induction process. We ensure our employees understand how to raise concerns and emphasise that CreateFuture will support anyone who raises genuine concerns in good faith. No employee will suffer detrimental treatment for reporting a suspicion of modern slavery.

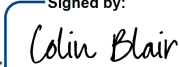
7. Reporting and Breaches

Any person who believes an incident of modern slavery is occurring must notify their Line Manager or People Partner immediately.

Internal Breaches: Any employee found in breach of this policy faces disciplinary action, up to and including dismissal.

External Breaches: CreateFuture may terminate or suspend relationships with any supplier or partner found to be in violation of our anti-slavery standards.

Approval

Signed by:

Signed: D190A4A3D8DC41E...

Name: Colin Blair

Role: Finance Director

Date: 1/26/2026

Website: CreateFuture.com

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Link: <https://createfuture.com/modern-slavery-and-human-trafficking-statement>