Modern slavery and human trafficking statement

Financial year ended 31st October 2026

Introduction

This statement is made under section 54(1) of the Modern Slavery Act 2015 for the financial year ended 31st October 2026. It sets out the steps that Highgate IT Solutions Limited (Highgate) took during that year to prevent modern slavery and human trafficking in our business and supply chains. This is our first statement.

Our structure and business

Highgate IT Solutions Limited is a UK-based IT value-added reseller and managed service provider. We supply IT hardware, software, and managed services to more than 2,500 businesses. We deliver services remotely to clients worldwide.

Our team of 60 people work from home, and all are directly employed. We are an accredited Living Wage Employer.

Our supply chains

Our supply chain includes technology manufacturers, distributors, software and cloud providers, logistics providers, professional advisers, and recruitment agencies. We do not manufacture products ourselves.

Where our risks sit

Our highest risk sits in the manufacture of IT hardware and components. This includes the sourcing of raw materials such as cobalt, tin, tantalum, tungsten, and gold, and assembly in higher-risk geographies. Couriers, logistics, and agency staffing carry higher risk closer to home. We consider the risk in our own directly employed workforce to be low.

Our policies

We did not have a dedicated modern slavery policy during FY26. We introduced a Modern Slavery Policy on 16th November 2026, shortly after the year end. It applies to everyone who works for or with Highgate and is supported by our Whistleblowing Policy.

Our Master Services Agreement requires each party to warrant that it complies with anti-slavery laws and has adequate procedures in place.

Due diligence and recruitment

During the year, we:

- completed right-to-work checks before anyone started
- did not charge workers recruitment fees
- did not hold onto workers' identity documents
- paid wages directly into a bank account in each worker's own name
- completed onboarding checks for new suppliers.

Training

During the year, we did not deliver dedicated modern slavery training. We will introduce modern slavery awareness training in FY27.

Reporting concerns

During the year, concerns could be raised through line managers, directors, or our whistleblowing process. Our policy also includes the Modern Slavery & Exploitation Helpline (08000 121 700) as an external route.

Measuring effectiveness

During the year, we received no reports of modern slavery or human trafficking in our business or supply chains. This does not establish that exploitation was absent. Our modern slavery due diligence was limited during this first reporting year, and we plan to strengthen our risk identification and monitoring during FY27.

From FY27, we will report the following to our Managing Director at least once a year:

- completion of new supplier due diligence and reviews
- training completion rates
- concerns raised
- investigations concluded
- corrective actions closed.

Next steps for FY27

During the year ending 31st October 2027, we will:

- from 1st December 2026, complete a modern slavery due-diligence questionnaire for all new suppliers and agencies in higher-risk categories before onboarding
- review our existing higher-risk and material suppliers
- deliver an initial modern slavery awareness session to all current employees, induction training for new starters, and refresher training at least once a year for relevant roles
- introduce a Supplier Code of Conduct
- begin annual reporting to the Managing Director.

Approval

This statement was approved by Stuart Marginson, sole director of Highgate IT Solutions Limited, on 16th November 2026. It was signed electronically by Stuart Marginson, Managing Director, on 16th November 2026.

Printed name	Stuart Marginson, Managing Director
Date	16th November 2026