

SILVMARC LTD**Modern Slavery & Human Trafficking Statement**Financial year ending 31 May 2026

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Next review	By 31 May 2027
Approved by	Bogdan Barna, Director

1. Introduction

This statement is published by SILVMARC LTD (“SILVMARC”, “we”, “our”) in line with the principles of section 54 of the Modern Slavery Act 2015 and the Home Office Transparency in Supply Chains statutory guidance. It sets out the steps we have taken during the financial year ending 31 May 2026 to understand and minimise the risk of modern slavery and human trafficking occurring within our own business and our supply chains.

SILVMARC’s annual turnover is currently below the £36 million threshold at which publishing a statement is a legal requirement under section 54. We have nonetheless chosen to publish this statement voluntarily. As a labour supply business operating in the construction sector — an industry recognised as carrying a heightened risk of labour exploitation — we believe that transparency and a zero-tolerance approach to modern slavery are fundamental to operating responsibly.

2. Our organisation and business

SILVMARC LTD is a private limited company registered in England and Wales (company number 14905026), with its registered office at 86–90 Paul Street, London, EC2A 4NE. We are a recruitment and labour supply business that places temporary and contract workers with client companies on construction and energy infrastructure projects across the United Kingdom. The business is currently operated by its director.

3. Our supply chains

As a recruitment business, our supply chain is relatively focused. It consists principally of:

- the workers we recruit and place with our client companies, a number of whom are self-employed subcontractors engaged under the Construction Industry Scheme (CIS);
- the external payroll provider that processes payments to workers on our behalf; and
- suppliers of professional and business services that support our operations.

We recognise that the recruitment and supply of temporary labour into construction is an area of elevated modern slavery risk, and we manage this risk accordingly.

4. Our policies

We maintain the following policies, which together underpin our approach to preventing modern slavery and human trafficking:

- Anti-Slavery and Human Trafficking Policy — setting out our zero-tolerance position and the indicators of exploitation we are alert to;
- Recruitment and Right to Work Policy — governing how we verify identity and eligibility to work, vet workers, and safeguard payment;
- Whistleblowing Policy — providing confidential routes through which workers and others can raise concerns; and
- Equal Opportunities and Diversity Policy — supporting fair, lawful, and non-discriminatory treatment.

These policies are reviewed at least annually.

5. Due diligence

Our due diligence measures include the following:

- We verify the identity and right to work of every worker before placement, using the Home Office online right to work checking service (share code / eVisa) or a permitted manual document check, and we retain evidence of each check.
- We do not charge any worker a fee for finding or securing work, in line with the Conduct of Employment Agencies and Employment Businesses Regulations 2003.
- Workers are paid through an external payroll provider into a bank account held in the individual worker's own name. We treat any request to pay wages into a third party's account, or to pay several workers into a single account, as a potential indicator of exploitation.
- We remain alert to other indicators of modern slavery, including several workers sharing one address or contact detail, a third party controlling a worker's documents, money, or communications, and signs that a worker is not in control of their own earnings.
- We expect the third parties we work with, including our payroll provider and our clients, to uphold equivalent standards.

6. Assessing and managing risk

We assess modern slavery risk on an ongoing basis, taking into account the higher-risk nature of construction labour supply, the engagement of temporary and migrant workers, and the use of self-employed subcontractor arrangements. Where a potential risk or concern is identified, we act on it promptly and, where appropriate, report it to the relevant authorities.

7. Training and awareness

SILVMARC is currently operated by its director, and the business does not yet employ additional staff, so formal staff training is not yet applicable. The director maintains an up-to-date understanding of modern slavery risks and the relevant warning signs. As the business grows and we take on staff, we will introduce structured modern slavery awareness training as part of induction and ongoing development.

8. Measuring effectiveness

We monitor the effectiveness of our approach through the consistency of our right to work and vetting checks, the handling of any concerns raised, and review of our arrangements with our payroll provider and clients. During the financial year ending 31 May 2026, we did not identify any instances of modern slavery or human trafficking within our business or our supply chains. We will continue to strengthen our processes year on year.

Approval

This statement has been approved by the director of SILVMARC LTD. It will be reviewed and updated annually for each subsequent financial year.

Signed:	<i>Bogdan Barna</i> _____
Name:	Bogdan Barna
Position:	Director, SILVMARC LTD
Date:	2026-06-27 _____

Audit trail

Details

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