Modern Slavery and Human Trafficking Statement for Cycle Solutions (Cycle to Work) Limited 2027

Introduction

Cycle Solutions (Cycle to Work) Limited is committed to conducting business with the highest standards of integrity and ethics. We recognise the importance of tackling modern slavery and human trafficking, and we fully support efforts to combat these crimes in all forms. This statement outlines our approach to ensuring that slavery and human trafficking do not take place within our operations or supply chains. We are committed to ensuring that our business remains free from these practices, and that we contribute to a society that promotes human dignity and rights for all.

Organisational Structure and Business Activities

Cycle Solutions (Cycle to Work) Limited operates in the United Kingdom, providing cycle-to-work schemes to businesses and individuals. Our services allow employees to purchase bicycles and cycling equipment through salary sacrifice schemes. We partner with a variety of suppliers, including bicycle manufacturers, retail outlets, and logistical partners, to deliver these services.

Our Commitment to Preventing Modern Slavery and Human Trafficking

We recognise that modern slavery and human trafficking can occur in any industry and in any part of the world. As such, we take a proactive approach to prevent these abuses in our business operations. Cycle Solutions (Cycle to Work) Limited strictly prohibits the use of forced labour, child labour, and any form of human trafficking in all aspects of our business. We are committed to ensuring that all workers involved in the production, distribution, and delivery of our products are treated with respect, dignity, and fairness.

Due Diligence and Risk Assessment

To ensure that we are meeting our obligations, we conduct regular risk assessments on our supply chain to identify areas where modern slavery and human trafficking could potentially arise. We evaluate the risks based on factors such as geographical location, industry practices, and the nature of the work being performed.

We require all suppliers to adhere to the highest standards of ethics and human rights, as outlined in our Supplier Code of Conduct. We regularly assess our suppliers' compliance with these standards through audits and monitoring processes. If any supplier fails to meet our expectations, we take immediate action, which may include terminating the business relationship if necessary.

Supplier Code of Conduct

Our Supplier Code of Conduct explicitly prohibits the use of modern slavery, forced labour, or human trafficking. We expect all suppliers and business partners to comply with these standards and to ensure that their own suppliers adhere to the same ethical practices. The Code also requires suppliers to respect the rights of workers, provide fair wages, and promote safe working conditions.

Employee Awareness and Training

At Cycle Solutions (Cycle to Work) Limited, we are committed to educating our employees about modern slavery and human trafficking. We provide regular training for employees to raise awareness about the signs of these crimes and to understand the procedures for reporting any concerns. This ensures that our employees are equipped to identify potential issues and take appropriate action.

Whistleblowing Mechanism

We encourage our employees, customers, and suppliers to report any concerns regarding modern slavery or human trafficking. We have a robust whistleblowing policy in place, allowing individuals to raise issues anonymously and without fear of retaliation. All reports are thoroughly investigated and dealt with appropriately.

Performance Indicators and Monitoring

We will continue to monitor our efforts to prevent modern slavery and human trafficking through regular assessments and audits. We measure our success by tracking the number of suppliers who comply with our Supplier Code of Conduct, the effectiveness of our training programs, and the number of concerns raised and resolved through our whistleblowing mechanism.

Conclusion

Cycle Solutions (Cycle to Work) Limited is fully committed to taking a proactive stance against modern slavery and human trafficking. Through a combination of policies, risk assessments, supplier expectations, employee training, and monitoring, we aim to ensure that our operations remain free from such practices. We are dedicated to maintaining ethical business practices and supporting global efforts to eradicate modern slavery and human trafficking.

This statement is made in accordance with Section 54 of the Modern Slavery Act 2015 and is approved by the board of directors of Cycle Solutions (Cycle to Work) Limited.

Approved by: Steve Edgell

Managing Director

Cycle Solutions (Cycle to Work) Limited

Date: 05 November 2026