

Modern Slavery and Human Trafficking Statement
Silent Sounds Communications Limited
Financial Year Ending July 2025

1. Introduction

Silent Sounds is committed to ensuring that our operations and supply chains are free from modern slavery and human trafficking, in full compliance with the Modern Slavery Act 2015. This statement outlines the steps we have taken to identify and mitigate the risks of modern slavery within our business and supply chains for the financial year ending July 2025.

2. Scope

We are fully committed to the principles of the Modern Slavery Act 2015 and to the prevention of modern slavery and human trafficking across all our operations in the United Kingdom. We aim to foster a safe, ethical and respectful working environment and expect the same standards from all our suppliers.

3. Organisation Structure and Supply Chains

Silent Sounds is a UK-based provider of interpreting and translation services, which are delivered face-to-face, over the phone and via video, to both public and private sector clients. We currently employ staff across various UK locations and work with a broad network of freelance interpreters and third-party suppliers.

Our supply chain is entirely UK-based and consists primarily of freelance linguists and service providers. We ensure that everyone we work with understands and aligns with our zero-tolerance approach to modern slavery.

4. Policies on Slavery and Human Trafficking

We have put in place comprehensive policies and procedures to prevent modern slavery in all aspects of our operations. These include:

Code of Conduct: Outlines expected ethical behaviour across all business activities.

Supplier Code of Conduct: Requires all suppliers to comply with our anti-slavery and human trafficking standards.

Whistleblowing Policy: Provides a secure and confidential way for concerns to be reported by employees or suppliers, including any related to modern slavery.

5. Due Diligence Processes

Our due diligence process ensures that our suppliers, whether individual interpreters or companies, are selected and monitored in line with our ethical standards. This includes:

Supplier assessments: Evaluating suppliers for potential modern slavery risks.

Contractual clauses: Requiring anti-slavery compliance through binding legal agreements.

Ongoing reviews: Regular performance reviews and feedback mechanisms.

6. Risk Assessment and Management

We carry out regular risk assessments to identify potential areas where modern slavery risks may exist within our supply chain. This includes:

- Mapping our supply chain to identify risk areas.
- Reviewing working conditions and payment terms with our suppliers.
- Monitoring red flags such as unusually low rates or irregular working hours.

7. Key Performance Indicators

We measure the effectiveness of our actions through several key performance indicators:

- Number of supplier checks and audits completed annually.
- Completion rates of modern slavery training by staff.
- Number of reports or concerns raised and resolved.
- Financial due diligence and payroll monitoring to ensure fair compensation practices.
- Number and outcome of any corrective actions taken.

8. Slavery and Trafficking Training

We provide mandatory training to all employees on modern slavery and human trafficking. This training includes:

- Awareness of the Modern Slavery Act 2015.
- How to recognise indicators of modern slavery.
- The appropriate process for reporting any concerns.
- Training is refreshed regularly and updated in line with changes in legislation or industry best practice.

9. Conclusion

We confirm the following for the financial year ending July 2025:

No offences related to modern slavery or human trafficking have been identified within our business.

All direct suppliers have been reviewed and we have found no evidence of modern slavery.

We remain committed to reviewing and improving our policies, processes and supply chain practices to ensure continued compliance and ethical operations.

10. Contact Information

For any queries regarding this statement, please contact:

Silent Sounds Compliance Team

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Signed: 
Karen Thomson, Managing Director

Dated: 17th July 2025