Modern Slavery and Human Trafficking Statement
Financial year ended 31 January 2026

1. Our commitment

BEAM Fieldwork Limited is committed to conducting business ethically, responsibly and with integrity. We have a zero-tolerance approach to modern slavery and human trafficking within our business and supply chains.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and describes the steps taken by BEAM Fieldwork Limited during the financial year ended 31 January 2026 to prevent modern slavery and human trafficking in its business and supply chains.

Modern slavery includes slavery, servitude, forced or compulsory labour and human trafficking.

2. Our organisation and supply chains

BEAM Fieldwork Limited is a privately owned company based in Cheadle Hulme, Greater Manchester. We provide fieldwork services to the market research industry, including services delivered to research agencies, brands and other organisations.

Our principal supply chains include:

- fieldwork and participant recruitment providers
- panel and data providers
- logistics providers
- consultants and other professional service providers
- translation and language service providers
- technology and software providers
- office and general business suppliers

We recognise that modern slavery risks can arise indirectly through suppliers, subcontractors and recruitment practices, including where temporary, casual, migrant or otherwise vulnerable workers are involved.

3. Policies and governance

Responsibility for overseeing our approach to modern slavery rests with the directors of BEAM Fieldwork Limited.

Our relevant policies and procedures include, where applicable:

- our Supplier Code of Conduct
- ethical procurement and supplier management procedures
- recruitment and right-to-work procedures
- whistleblowing and grievance arrangements
- equality, diversity and inclusion policies
- employee conduct and safeguarding requirements

Our Supplier Code of Conduct sets out our expectation that suppliers comply with applicable employment and human rights legislation, prohibit forced labour and human trafficking, and apply equivalent standards within their own supply chains.

4. Due diligence

We take a proportionate, risk-based approach to supplier due diligence. Depending on the nature, location and risk profile of a supplier or service, this may include:

- assessing suppliers before engagement
- confirming compliance with applicable labour and modern slavery laws
- communicating our ethical standards and Supplier Code of Conduct
- reviewing the use of subcontractors and labour providers
- investigating concerns or indications of unethical labour practices
- requiring corrective action where standards are not met
- suspending or terminating relationships where serious concerns cannot be resolved

We expect suppliers to maintain accurate employment records, provide lawful working conditions and ensure that workers are not charged improper recruitment fees or subjected to coercion, threats or restrictions on their freedom.

5. Risk assessment and management

We consider the overall risk of modern slavery within our directly employed workforce to be low, given the nature and location of our operations. However, we recognise that risk cannot be eliminated solely because the business operates in a professional services sector.

We consider risk factors including:

- the country or region in which services are delivered
- the use of temporary, outsourced or migrant labour
- reliance on subcontracting or complex supply chains
- unusually low pricing or unrealistic delivery timescales
- limited visibility of working conditions
- the supplier's policies, controls and compliance history

Higher-risk suppliers or activities may be subject to additional enquiries, contractual controls or monitoring.

6. Recruitment and employment

We conduct recruitment fairly and in accordance with applicable UK employment and immigration law. We do not tolerate forced labour, worker-paid recruitment fees, the withholding of identity documents or any restriction on a worker's freedom to leave employment.

Where recruitment agencies or other labour providers are used, we expect them to comply with all applicable legislation and demonstrate responsible recruitment practices.

7. Training and awareness

Relevant employees are made aware of our zero-tolerance approach to modern slavery and their responsibility to report concerns.
We will provide proportionate guidance or training to employees involved in procurement, supplier management and recruitment to help them recognise potential warning signs and respond appropriately.

8. Reporting concerns and remediation

Employees, workers, suppliers and other stakeholders are encouraged to report suspected modern slavery through their usual BEAM contact, a director, or the company's whistleblowing or grievance arrangements.

Reports will be treated seriously and, where appropriate, confidentially. No person raising a genuine concern in good faith will suffer retaliation.

Where a concern is identified, we will investigate promptly and take proportionate action. Our priority will be the safety and welfare of any potential victim. We may seek specialist advice, notify the appropriate authorities, require supplier remediation, or suspend or terminate a business relationship. We will avoid action that could unintentionally place an affected person at greater risk.

In an emergency, concerns should be reported to the police. Suspected modern slavery can also be reported to the UK Modern Slavery and Exploitation Helpline.

9. Measuring effectiveness

We monitor the effectiveness of our approach using proportionate indicators, which may include:

- the number and proportion of relevant suppliers assessed
- the number of employees receiving relevant guidance or training
- the number of modern slavery concerns reported and investigated
- corrective actions required from suppliers and their completion
- reviews or updates made to relevant policies and supplier controls

The absence of reported incidents will not, by itself, be treated as proof that no modern slavery risk exists.

10. Continuous improvement

We are committed to reviewing and improving our approach. During the next financial year, we intend to continue reviewing supplier controls, employee awareness and the effectiveness of our due diligence arrangements.

Approval

This statement was approved by the Founder & Director of BEAM Fieldwork Limited

Amy Middleton
Founder & Director, BEAM Fieldwork