



Modern Slavery and Human Trafficking Statement

This statement is made pursuant to section 54 of the Modern Slavery Act 2015 and sets out the steps BearTech Dev Ltd has taken, and continues to take, to ensure that slavery and human trafficking are not taking place in our own business or in our supply chains.

Financial year covered: December 2025 to November 2026

Our Organisation

BearTech Dev Ltd is a software, data, and AI consultancy based in Stockton-on-Tees, United Kingdom. We design, build, and support technology solutions for our clients.

BearTech's annual turnover is below the £36 million threshold at which publishing a statement under section 54 becomes a legal requirement. We publish this statement voluntarily because we believe transparency on this issue matters regardless of company size, and because we expect the same commitment from the organisations we work with.

Our Business and Supply Chains

Our operations are primarily professional and knowledge-based: software development, data and AI consultancy, and related advisory services delivered by our own directly employed and contracted staff, working remotely within the UK.

Our supply chains are limited in scope and mainly comprise:

- Cloud infrastructure, software, and SaaS providers
- Professional services (legal, accountancy, recruitment, and payroll)
- IT hardware and office equipment suppliers

We consider our exposure to modern slavery and human trafficking risk to be low, given the professional, UK-based, and largely digital nature of our business and supply chains. We nonetheless take the risk seriously and keep it under review as we grow.

Our Policies

We are committed to acting ethically and with integrity in all our business relationships, and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains. This commitment is reflected in our Employee Handbook, including our Code of Conduct, Equality, Diversity & Inclusion Policy, Whistleblowing Policy, and Anti-Bribery & Corruption Policy.

Due Diligence

As part of our efforts to identify and mitigate risk, we:

- Assess new suppliers and subcontractors before engagement, favouring established, reputable providers
- Include appropriate contractual terms with suppliers and contractors regarding ethical conduct
- Encourage staff and contractors to report any concerns through our Whistleblowing Policy, with protection from retaliation
- Review this statement and our supply chains annually, or sooner if our business changes significantly

Training and Awareness

We ensure that relevant staff, particularly those involved in procurement and supplier relationships, are aware of the risks of modern slavery and human trafficking, and of how to raise concerns.

Approval

This statement was approved by the Board of BearTech Dev Ltd and will be reviewed annually.



BearTech Dev Ltd

Signed: 

Rob Boville

Co-founder, BearTech Dev Ltd

Date: 14-November-2025

Next review due: 14-November-2026