



Modern Slavery Statement for the Financial Year ended 31st December 2024
Issued pursuant to Section 54 of the Modern Slavery Act 2015

Generate FS Ltd is an umbrella company working with temporary workers and recruitment agencies across a range of sectors.

Established in 2012, compliance and professionalism are at the heart of our operations. As well as an ongoing internal focus on these areas, we are also a member of FCSA (fcsa.org.uk), which upholds the highest standards of compliance in the umbrella industry.

All Generate workers are engaged on contracts that give them the right to be paid at least National Minimum Wage for their work and checks are performed every time pay is run to ensure this is the case in practice. They are also entitled to holiday pay, statutory pay and sick pay, as well as a range of other benefits.

We carry out Right to Work and ID checks on our workers as part of our onboarding process. We also have processes to identify particular modern slavery risk indicators, such as attempts by multiple people to use the same bank details and requests to pay into accounts in a different name to the individual performing the work.

We have implemented a Whistleblowing Policy to encourage Generate workers to report any concerns they may have and they are asked to familiarise themselves with this as part of their onboarding process.

We regularly train our head office employees to understand the signs of modern slavery and report any concerns they may have.

We conduct due diligence on clients and suppliers before entering into any commercial arrangements. This involves an online search to ensure they have never been convicted of any offence related to modern slavery and requesting confirmation that they have taken appropriate steps to ensure they have addressed the risk of modern slavery in their own organisation and supply chains.

Signed on behalf of the Board by

A handwritten signature in dark ink, appearing to read 'Robbie Smith'.

Robbie Smith
Chief Financial Officer
30th July 2025