

Callwell modern slavery and human trafficking statement



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This statement outlines the actions taken by Callwell to prevent modern slavery and human trafficking in its business operations and supply chains, in accordance with Section 54 of the Modern Slavery Act 2015.

Here are the steps Callwell has taken and continues to take to understand and minimise the potential risk of modern slavery in its business and supply chains.

This statement is published in line with section 54(1) of the Modern Slavery Act 2015.

1. About Callwell

Callwell is a UK-based SME with fewer than 10 employees operating with homeworkers based in the UK.

Callwell provides Technology and Software Services specialising in the UK estate agency sector.

[Find out more about Callwell](#)



2. Our commitment to the principles of the Modern Slavery Act 2015

Callwell is committed to the principles of the Modern Slavery Act 2015 and the abolition of modern slavery and human trafficking.

As an equal opportunities employer, we're committed to creating and ensuring a non-discriminatory and respectful working environment for our staff. We want all our staff to feel confident that they can expose wrongdoing without any risk to themselves.

Our recruitment and people management processes are designed to ensure that all prospective employees are legally entitled to work in the UK and to safeguard employees from any abuse or coercion.

We do not enter into business with any organisation, in the UK or abroad, which knowingly supports or is found to be involved in slavery, servitude and forced or compulsory labour.

3. Our supply chain

Given the nature of our operations, (primarily office-based software development and service provision), we consider the risk of modern slavery within our organisation and immediate supply chains to be low.

Our supply chains are limited and we procure goods and services from a restricted range of UK and overseas suppliers.

4. Our policies in relation to the Modern Slavery Act 2015

Staff policies are available to all staff through the Callwell intranet and include:

- Mental Health & Wellbeing Policy
- Political Activity Policy
- Stress Policy
- Domestic Emergencies Policy
- Anti Bribery Policy
- Whistle Blowing Policy
- Modern Slavery and Human Trafficking Policy

5. Supplier Due Diligence

While Callwell's supply chain is limited and predominantly involves UK-based providers of software, IT services, and professional support, we take proportionate steps to assess the ethical standing of suppliers. Prior to engaging with a new supplier, we consider factors such as:

- The supplier's geographic location and jurisdiction
- The nature of the goods or services provided
- Publicly available sources, such as Companies House, trust indices, and news media.
- Presence of a published Modern Slavery Statement (where applicable)

Where we work with larger suppliers or those operating in higher-risk sectors or regions, we seek reassurance (verbally or in writing) that their operations align with the principles of the Modern Slavery Act 2015.

Our informal checks are carried out by the relevant internal decision-makers (e.g., the Managing Director or Operations team) and, while not documented formally, are embedded into our standard approach to supplier selection and ongoing engagement.

6. Embedding the principles

We will continue to embed the principles through:

- providing periodic awareness training to staff, particularly those involved in procurement and recruitment, on the signs of modern slavery and how to report concerns.
- ensuring staff involved in procurement activity are aware of and follow [modern slavery procurement guidance on GOV.UK](#)
- ensuring that considerations around modern slavery risks and preventative measures are incorporated into our internal policy review and supplier assessment processes.
- making sure Callwell's procurement strategies and contract terms and conditions include references to modern slavery and human trafficking
- continuing to take action to embed a zero tolerance policy towards modern slavery
- ensuring that staff involved in buying or procurement and the recruitment and deployment of workers receive training on modern slavery and ethical employment practices
- Enabling any employee or third party to report concerns about modern slavery or unethical practices confidentially through our whistleblowing process.

This statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 31st December 2024 and has been approved by the Board of Directors and signed by the Managing Director.

Signed by **Bob Scarff**, Managing Director, on **3rd June 2025**.

A handwritten signature in black ink, appearing to read 'Bob Scarff', with a stylized, cursive script.

