

Modern Slavery & Human Trafficking Statement

Nuvia Outsourcing Ltd

Voluntary statement published in accordance with the Modern Slavery Act 2015

Last updated: January 2026

1. Introduction

This statement sets out the steps Nuvia Outsourcing Ltd (“Nuvia”) has taken, and continues to take, to ensure that modern slavery and human trafficking are not taking place within its business or supply chains. Nuvia publishes this statement on a voluntary basis, recognising the importance of ethical business practices.

2. Organisation and Business

Nuvia Outsourcing Ltd is a UK-based payroll and compliance services provider supporting clients operating across contractor-heavy sectors. Our services include payroll administration, umbrella employment, CIS support, and related compliance services.

3. Supply Chains

Nuvia’s supply chains are limited in nature and primarily consist of professional service providers, payroll platforms, insurers, and compliance partners. We recognise that modern slavery risks may arise indirectly within wider labour supply chains operated by our clients, particularly in certain sectors.

4. Policies and Controls

Nuvia maintains proportionate policies and procedures designed to mitigate the risk of modern slavery, including identity verification, right-to-work checks, and onboarding standards for workers processed through our services.

5. Risk Assessment and Due Diligence

Given the nature and scale of our operations, Nuvia considers the risk of modern slavery within its direct operations to be low. We remain alert to potential risks within indirect supply chains and take reasonable steps to address concerns where identified.

6. Training and Awareness

Nuvia provides appropriate awareness to those responsible for onboarding and compliance activities, proportionate to the size and nature of the business.

7. Reporting and Whistleblowing

Concerns relating to modern slavery or unethical practices may be reported directly to Nuvia using the contact details below. Reports will be taken seriously and handled appropriately.

8. Approval and Review

This statement has been approved by the Director of Nuvia Outsourcing Ltd and will be reviewed annually or as required to reflect changes in business operations.

9. Contact Details

Email: info@nuviaoutsourcing.com

Website: www.nuviaoutsourcing.com