



**Zirstar\***

**Zirstar Ltd**  
**Modern Slavery 1.0**

# Contents

- 1.0. Who and what.....3
  - 1.1. Organisation and structure.....3
    - 1.1.1. Definitions .....3
- 2.0. Commitment .....3
- 3.0. Supply chains .....4
- 4.0. Potential exposure.....4
  - 4.1. Steps .....4
  - 4.2. Slavery compliance officer.....5

# 1.0. Who and what

## 1.1. Organisation and structure

This statement applies to **Zistar** Ltd. The information included in the statement refers to the financial year 2025/2026. **Zistar** Ltd is a private limited company, headquartered in Askett, Buckinghamshire. We are not a member of a group.

### 1.1. Definitions

**Zistar** Ltd considers modern slavery to encompass:

- Human trafficking;
- Forced work, through mental or physical threat;
- Being owned or controlled by an employer through mental or physical abuse or the threat of abuse;
- Being dehumanised, treated as a commodity or being bought or sold as property;
- Being physically constrained or to have restriction placed on freedom of movement.

## 2.0. Commitment

**Zistar** Ltd acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. **Zistar** Ltd understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

**Zistar** Ltd does not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to **Zistar** Ltd in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. **Zistar** Ltd strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in the United Kingdom.

## 3.0. Supply chains

Given the sector in which we operate we have a comparatively limited supply chain network. Our supply chain mainly consists of venue, accommodation, and catering providers, with a smaller subset of IT hardware and software.

## 4.0. Potential exposure

In general, **Zirstar** Ltd considers its exposure to slavery and human trafficking to be limited. While there is some sectoral risk from our supply chain, this is overwhelmingly mitigated by vendor choice and operating in a low-risk country. Nonetheless, we have taken steps to ensure that such practices do not take place in our business nor the business of any organisation that supplies goods and/or services to us.

### 4.1. Steps

**Zirstar** Ltd carries out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in its organisation or supply chains, including conducting a review of the controls of its suppliers.

**Zirstar** Ltd has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.

In accordance with section 54(4) of the Modern Slavery Act 2015, **Zirstar** Ltd has taken the following steps to ensure that modern slavery is not taking place:

- Protect staff from victimisation if they raise issues about slavery and human trafficking, even in the case that would reveal not to be true;
- Select our suppliers in countries that are identified as very low risk.

**Zirstar** Ltd will take any allegation of potential slavery and human trafficking very seriously and launch immediate investigation should it arise.

## 4.2. Slavery compliance officer

**Zirstar** Ltd has a Slavery Compliance Officer, to whom all concerns regarding modern slavery should be addressed via any contact form on our website, and who will then undertake relevant action with regard to **Zirstar** Ltd's obligations in this regard.

A handwritten signature in blue ink, consisting of a series of loops and a long horizontal stroke at the bottom.

Jonathan Noy, founding director

2025-03-26