

Although my company does not fall under the requirements of the Modern Slavery Act 2015 (Turnover less than £36 Million) I am committed to complying with the act, maintaining ethical standards and fundamental human rights as set out by the principles of the ILO/UN Guiding Principles within my company and its supply chain, including sub-contractors, and partners.

I will ensure that there is full transparency within my company and our suppliers of goods and services to the organisation. I am the nominated person responsible for preventing modern slavery within the business.

As part of my company's due diligence processes into slavery and human trafficking the supplier approval process will incorporate a review of the controls undertaken by the supplier whenever the Supplier falls under the requirements of the Modern Slavery Act. Any practices known to contribute to the risk of modern slavery will be addressed and prohibited whether in Trackforce or the supply chain.

Imported goods from sources from outside the UK and EU are potentially more at risk for slavery/human trafficking issues. The level of management control required for these sources will be continually monitored.

I will not permit my company to support or deal with any business knowingly involved in slavery or human trafficking. My Directors and Senior Management Team shall take responsibility for implementing this policy statement and its objectives and shall provide when deemed necessary adequate resources (training, etc.) and investment to ensure that slavery and human trafficking is not taking place within the organisation and within its supply chains.

A copy of this policy will be made available and briefed to all of our employees. I will raise awareness amongst employees of modern slavery issues and how to spot the signs in the business and supply chain. I will ensure everybody understands that they can report an issue of this nature and it will be appropriately actioned. A copy of the Modern Slavery Act 2015 will be made available to any employee upon request.

This Policy takes into account and supports, the policies, procedures and requirements documented in our Integrated Management System, which is compliant with the requirements of ISO 9001:2015, ISO 14001:2015 and OHSAS 18001:2007.

Formal procedures concerning slavery and human trafficking will be established, when required including disciplinary procedures where the requirements of the Act have been identified as being breached.

I will ensure that this policy is communicated to and understood by all of my employees and where necessary our External Service Providers. It is included within the Management Review Process to ensure its continuing suitability and relevance to the company activities and status.



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June 2020