

Modern Slavery Statement

Introduction

Due to the nature of our business we recognise that we could be at risk of exposure to modern slavery and human trafficking. We are committed to improving our practices to combat slavery and human trafficking. We take this responsibility very seriously and take every step to ensure that we do not do any business with any supply chains that directly or indirectly benefit from slavery or human trafficking.

This statement has been produced in accordance with the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 2018/19.

Organisation's structure

People Solutions is an independently owned specialist training and recruitment business, established in 1979.

Our supply chains

Our supply chains include agencies, distribution, procurement of goods and services, outsourcing and subcontracting.

Supplier adherence to our values and ethics

We have zero tolerance to slavery and human trafficking. To ensure that all in our supply chain and contractors comply with our values and ethics, we have a dedicated compliance team, which consists of representatives from the following departments; Compliance, Human Resources, Procurement and Sales.

Our policies on slavery and human trafficking

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Anti-Slavery and Human Trafficking Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in business or our supply chains.

Due diligence processes for slavery and human trafficking

As part of our initiative to identify and mitigate risk, we adhere to our policy standards along with the guidelines from Stronger Together and the Ethical Trading Initiative. As part of our due diligence, we ensure that all new suppliers are visited on site, suppliers are audited prior to supply and re-audited every year to ensure adherence to our strict standards of ethically transparent supply chains.

We also have in place systems to:

- Identify and assess potential risk areas in our supply chains, to include country and business transaction risk
- Mitigate the risk of slavery and human trafficking occurring in our supply chains
- Monitor potential risk areas in our supply chains

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Whistleblowing Hotline

We have a free, confidential Whistleblowing Hotline for individuals to raise any concerns that they may have. Reports can be made anonymously. All reports are logged and investigated accordingly.

Training and Awareness

To ensure a high level of understanding of the risks of modern slavery and human trafficking, as well as all aspects of regulations, laws and standards in our supply chains and our business, we provide training to all of our employees.

In line with our ISO9001:2015 accreditation all our training materials and support documents are standardised to ensure complete clarity and understanding of the information that is provided.

All new starters are required to attend a Company induction which includes a dedicated module covering Modern Slavery and Human Trafficking, GLAA, Stronger Together, Employee Safeguarding and Wellbeing, and Ethics. This identifies the key areas, what to look for and what to do if concerns are raised.

All employees receive refresher training, followed by an assessment every six months, including those staff involved in the supply chain, e.g. Procurement, Sales etc., to ensure that they are aware of our stance on preventing slavery and human trafficking within our business and supply chains.

If identified, additional bespoke training is delivered to certain areas, drawing upon previous cases and investigations that have been publicised.

Nominated employees attend workshops, roadshows and webinars, provided by the Gangmasters Labour & Abuse Authority, Association of Labour Providers and Stronger Together.

Stronger Together Posters are distributed across all sites and branches to raise awareness of modern slavery and any actions that should be taken.

All workers have access to our Employee App, which provides access to the following information:

- Anti-Slavery and Human Trafficking Policy
- Harassment and Bullying Policy
- Whistleblowing Policy
- Equal Opportunities Policy
- Stronger Together information

All our employees are aware that it is their responsibility to report any concerns or non-compliance of our policies to the nominated people within the Company or via the 'Whistleblowing Hotline.'

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Our effectiveness in combating slavery and human trafficking

We use the following means to measure how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains.

- Business function reports
- Internal staff training and induction process
- Our suppliers are obliged to audit their own supply chains and report on their findings
- Internal audits including worker interviews

This statement was approved by the Board of People Solutions in March 2019.

Matthew Reddy
Chief Executive