

Anti- Modern Slavery Statement

Anti- Modern Slavery Statement 2020

The Workforce Partnership Ltd (WP) is committed to ensuring that, so far as we are able, our business and supply chains are free from modern slavery and human trafficking. Modern slavery is an indefensible and unacceptable violation of a person's basic human rights. At WP, we recognise our moral and social responsibility to assist in the elimination of modern slavery and human trafficking within our business and supply chain. We also recognise the need to ensure that our suppliers adopt similar business practices to protect vulnerable workers and help prevent and remedy severe human rights violations in the UK and abroad. This modern slavery statement is issued in accordance with the Modern Slavery Act 2015.

The following 7 points encapsulate our policy in respect of our anti-modern slavery position.

More detail on suppliers and supply chain risk is appended below the summary.

1. The Workforce Partnership Ltd (WP hereafter) is committed to eliminating modern slavery, human trafficking, forced labour, and similar human rights abuses.
2. WP is committed to ensuring that its staff and any workers it supplies (directly or indirectly) are not subject to behaviour or threats that may amount to modern slavery, human trafficking, forced labour, and similar human rights abuses.
3. WP provides appropriate training and awareness information for all of its staff. In particular:

All of our staff receive awareness-raising information around issues involving modern slavery and human trafficking, so that they can bring any concerns they have to the attention of management.

4. Any staff, workers or other parties are strongly encouraged to report any concerns or suspicions that they might have to Tom Usher; UK Managing Director UK
5. Reports surrounding these issues are taken extremely seriously by our board of directors, who are committed to ensuring that all investigations shall be prompt and effective. If our investigations reveal any issues, we are committed to taking appropriate action, including but not limited to:

- Working with the appropriate organisations to improve standards,
- Removing that organisation from our preferred supplier list,
- Passing details to appropriate law enforcement bodies.



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6. We regularly monitor our risks in this area through the use of relevant key performance indicators, including:

- The percentage of suppliers who sign up to an appropriate code or provide their own modern slavery statements,
- The effectiveness of enforcement against suppliers who breach policies,
- The amount of time spent on audits, re-audits, spot checks, and related due diligence, and
- The level of modern slavery training and awareness amongst our staff.

7. As part of our efforts in this area, we publish a modern slavery statement on an annual basis.

This policy summary was agreed by our board of directors on 1 March 2020 and adopted from that date onwards.

Specific areas under the anti-modern slavery statement

Supplier Assessments – New Suppliers As part of supplier on-boarding, the business is required to assess whether the supplier should have a modern slavery act statement – either because the supplier is required to hold such a statement under the Modern Slavery Act or should, in our view, have a statement due to the nature of its services.

Terms and Conditions We use several different forms of terms and conditions when engaging suppliers. Our terms and conditions each require that the supplier:

Complies with all anti-slavery and human trafficking laws, regulations and codes in force including, but not limited to, the Modern Slavery Act , and maintains throughout the term of the agreement, its own policies and procedures to ensure its compliance Our standard terms and conditions include strong remedies which enable us to respond appropriately where a supplier breaches its modern slavery obligations; for example, we may terminate our agreement and relationship where such a breach has occurred. However, as modern slavery and human trafficking is an evolving crime, we would always seek to work with our suppliers using open dialogue and transparency when modern slavery or human trafficking issues arise before enforcing any such remedies. To date, we have not encountered any issues of modern slavery or human trafficking from our suppliers.

Risk and Risk Assessment The risk of modern slavery and human trafficking is noted in our Group Company Risk Register, which is reviewed by our Executive Leadership Team and reported to our Board. We believe that the greatest risk of modern slavery and human trafficking lies in our supply chain. We will continue to monitor the effectiveness of our policies and standards and due diligence processes as part of our ongoing commitments to ensure that, so far as we are able, our supply chains are free from modern slavery and human trafficking.



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Progress and effectiveness As part of our continuous business improvement, we regularly review our progress against our modern slavery statement commitment to ensure that we continue to apply best practice.

Our ongoing, future commitments From our progress and effectiveness reviews, we have identified the following ongoing and future commitments. We will:

- Continue to identify and evaluate the risks of modern slavery and human trafficking within our business and supply chain
- Continue to audit our suppliers who work in industries that are most exposed to the risk of modern slavery and human trafficking. For example, our recruitment partners and suppliers based outside the UK
- Continue to check that our suppliers have a modern slavery statement, demonstrating a clear commitment to eliminating modern slavery and human trafficking
- Continue to ensure transparency in our approach to tackling modern slavery throughout our business and supply chain
- Update our contractor induction documents to inform contractors about the risk of modern slavery and human trafficking and to explain how they can act to help eliminate this risk Increase awareness/training of our Modern Slavery Statement and supporting policies and standards and due diligence processes – in particular, our Whistleblowing Policy and Procedures

Communication This statement is communicated to all WP employees and is made publicly available on our corporate website

ENDS

