

Modern Slavery Statement

2nd July 2019

Purpose

The Modern Slavery Act 2015 was designed to combat modern slavery in the UK.

Smart Solutions is committed to the highest standards of ethical conduct and integrity in its business activities and has a zero tolerance policy to slavery and human trafficking; the Company's 6 Brand Values reflect the transparency and our commitment to this issue:

1. Smart Cares

Smart Solutions provides bespoke workforce solutions for many industry sectors across the UK. We acknowledge that the recruitment industry is exposed to risk with regard to modern day slavery within the business activities and we are committed to identifying such risk and putting in place appropriate control measures.

Smart Solutions takes a proactive approach to ensure that our business as well as our supply chain is free of human trafficking and worker exploitation.

2. Smart Solutions

Representing our commitment to zero tolerance, Smart Solutions has introduced a number of **policies and procedures** to ensure that the right support is given to potentially affected staff and workers.

We are members of **Stronger Together** and **SlaveFree Alliance** who provide us with guidance, resources and a network for employers, labour providers, workers and their representatives to work together to reduce exploitation.

We conduct regular **audits**, to ensure Right to Work compliance, high quality service and continuous improvement.

Training is a big part of our Company's culture; all new starters are inducted to understand the risks of Hidden Labour Exploitation and operational staff receive regular tool box talks and refresher training on spotting the signs of human trafficking.

"Speak up with confidence" is a dedicated **confidential helpline** (0333 210 0146) and email: (confidential@smartsolutions.co.uk) for staff, clients and workers to report concerns of human trafficking or exploitation.

Smart Solutions will not support or engage with any business knowingly involved in slavery or human trafficking.

3. Super Smart

Our unique **technology platform** assists our clients in effectively managing all staffing related processes, offering the highest degree of transparency of our services and legislative requirements.

We run automatically generated **reports** which highlight any suspect details from our database such as duplicate bank accounts and addresses.

4. Smart Safety

Smart Solutions promotes a **safe and healthy** working environment.

The health, safety and well-being of our staff is a high priority and critical to the Company's success.

We operate our sites with **competent staff** to ensure the highest control of the working environment.

5. Smart Success

Smart Solutions are also working with the charity '**Hope for Justice**' (<http://hopeforjustice.org/>), to provide unbiased support or advice to any of our employees.

Together with our clients and the help of Hope for Justice, we conduct successful **awareness campaigns** and welfare sessions on sites.

6. Smart Hearts

"**Respect** for People, transparency and integrity runs through every touchpoint of our business." Our People are the Heart of the Company; we will work tirelessly to ensure that they are happy and safe whilst working for Smart Solutions.

Our focus on slavery and human trafficking is a key **business priority** and we encourage transparency and accountability at all levels in addressing the challenge.

Queries and Amendments

Any queries should be addressed to the Human Resources Department.

Any amendments will be notified by revision of this document.

The above Modern Slavery Statement was reviewed and approved by the Company's Board of Directors.

Approved and signed by

Robert J. Webb

CEO