

Pure Staff strictly prohibits the use of modern slavery and human trafficking in our operations and supply chain. We have and will continue to be committed to implementing systems and controls aimed at ensuring that modern slavery is not taking place anywhere within our organisation. We expect that our suppliers will hold their own suppliers to the same high standards.

This applies to all persons working for us or on our behalf in any capacity, including employees at all levels, directors, managers, consultants and administration staff.

Modern Slavery and Human Trafficking

Modern slavery is a term used to encompass slavery, servitude, forced and compulsory labour, bonded and child labour and human trafficking. Human trafficking is where a person arranges or facilitates the travel of another person with a view to that person being exploited. Modern slavery is a crime and a violation of fundamental human rights.

We are a company that expects everyone working with us or on our behalf to support and uphold the following measures to safeguard against modern slavery:

- We have a zero-tolerance approach to modern slavery in our organisation and our supply chains.
- The prevention, detection and reporting of modern slavery in any part of our organisation or supply chain is the responsibility of all those working for us or on our behalf. Workers must not engage in, facilitate or fail to report any activity that might lead to, or suggest, a breach of this policy.
- We are committed to engaging with our stakeholders and suppliers to address the risk of modern slavery in our operations and supply chain.
- To ensure that all in our supply chain and contractors comply with our values and ethics, we have a dedicated compliance team.

Policies and Procedures

Our company policies and procedures demonstrate our commitment to acting ethically and with integrity in all our business areas and to implementing and enforcing effective systems and controls.

Pure Staff has the following policies which incorporate ethical standards for our staff.

- Modern Slavery Policy
- Ethical Trading Policy
- Anti-bribery / corruption policy
- Whistle-blowing policy

Training

All of our staff receive training and support that is appropriate to their role. In particular: Directors, Managers, Consultants, Administration staff all undertake training that includes guidance around modern slavery and human trafficking, as well as other wider human rights issues. They also 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.

As part of this training, our staff are encouraged to discuss any concerns that they have and receive regular training on Modern Slavery and Human Trafficking.

Hope for Justice multi-lingual posters are visible in all our branch and site locations.

If we find that other individuals or organisations working on our behalf have breached this policy we will ensure that we take appropriate action. This may range from considering the possibility of breaches being remediated and whether that might represent the best outcome for those individuals impacted by the breach to terminating such relationships.

This statement is published in accordance with section 54 of the Act, and relates to the financial year January 2020 to December 2020. Approved by the board of directors on 08/08/2020.

Luke Bartlett, Operations Director, Pure Staff