

# Modern Slavery Statement

## **Modern Slavery Statement**

Premier Technical Services Group PLC [PTSG] and its constituent companies are aware of the contents and requirements of Part 6, section 54 of the Modern Slavery Act 2015 which requires certain organisations to develop a slavery and human trafficking statement each year. We have also developed and will maintain our specific risk assessment which details areas of possible risk and relevant control measures for our business and supply chain, this will also be used as a benchmark for the measurement of the effectiveness of this statement.

The purpose of this statement is to prevent modern slavery in our organisation and our supply chain. The means to achieve this is to assess our supply chain where there is a risk of slavery and human trafficking taking place, and increase our transparency by ensuring our clients, employees and investors know what steps PTSG is taking to tackle modern slavery.

Training about slavery and human trafficking is available to all PTSG staff.

PTSG are already undertaking procedures and have specific policies in place to ensure that modern slavery is not occurring in our organisation structure and supply chains as far as is reasonably practicable, our policies include, but are not restricted to the following:

- Corporate Social Responsibility Policy
- Code of Conduct Policy
- Equality and Diversity Policy
- Ethical Sourcing Policy
- Industrial Relations Policy
- Responsible Sourcing Policy

### **Basic human rights**

The group Ethical Sourcing Policy [ESP] is based on the internationally recognised Social Accountability 8000 (SA 8000) criteria. The ESP covers the following areas of accountability:

- Child labour: No workers under the age of 15
- Forced labour: No forced labour, including prison or debt bondage labour; no lodging of deposits or identity papers by employers or outside recruiters.
- Freedom of Association and Right to Collective Bargaining: Respect the right to form and join trade unions and bargain collectively
- Discipline: No corporal punishment, mental or physical coercion or verbal abuse
- Compensation: Wages paid for a standard work week must meet the legal and industry standards and be sufficient to meet the basic need of workers and their families

## **Modern Slavery Helpline**

The UK Government also provides a 24-hour modern slavery helpline that victims, employers and members of the public who may encounter modern slavery can call for expert support and advice. 0800 0121 700

## **Recruitment Process:**

PTSG will ensure all relevant permissions are obtained prior to engaging any staff member, including those on temporary, casual or part time contracts

- We will ensure that the Immigration, Asylum and Nationality Act 2006 is adhered to including the engagement of migrant workers by obtaining the relevant permissions prior to work commencing
- We will ensure that fair and transparent recruitment procedures are adhered to at all times allowing for and the prevention of illegal working.
- The sector(s) PTSG operates in is not seasonal

## **Responsible Sourcing**

PTSG will ensure as far as is reasonably practicable that our suppliers, where necessary, have controls and processes in place to uphold the ten principles outlined in the UN Global Compact, specifically

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights

Principle 2: make sure that they are not complicit in human rights abuses.

Principle 4: the elimination of all forms of forced and compulsory labour;

Principle 5: the effective abolition of child labour

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

Our due diligence processes in relation to slavery and human trafficking includes the requirement that all of our suppliers must, in all their activities, obey national and regional statutory requirements in the countries in which they are operating.

The approved supplier database will be monitored and reviewed annually; this modern slavery statement will be made available to all employees, clients, stakeholders and public via the company website and discussed at the time of employees induction.



[Signed for and on behalf of the group]

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