

Version	0.4
Classification	Public



Title	Modern Slavery Policy
Author	TMS
Process Owner	Branch Director
Date Created	16/03/2017
Publish Date	16/03/2017
Approved By	Graham Coker
Summary	Policy detailing ITS approach to ensuring the integrity of the supply chain for companies required to adhere to the Modern Slavery Act 2015.
Classification	Public
Reference	ISO9001
Associated Records	Supplier Control Policy, Candidate Registration Process
Version	0.4

<b>Change Record</b>
Enter any changes to the document below... <i>(over-write existing information as this is retained within ISOorganiser)</i>
Initial implementation

Version	0.4
Classification	Public



## Modern Slavery Policy

---

### Introduction

---

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

We are committed to improving our practices to combat slavery and human trafficking.

As ITS do not meet the criteria as set out in the Modern Slavery Act 2015 to complete a slavery and human trafficking statement the detail set out in this policy acts as a confirmation for customers and suppliers who are required to ensure the integrity of their own supply chains.

### Organisational Structure and Supply Chains

---

ITS is an accomplished recruitment consultancy agency with over 40 years of experience in supplying skilled, unskilled and professional personnel for temporary and permanent roles in the construction industry.

We operate out of 21 offices strategically located around Central and Southern England and South Wales. Having 21 offices means we can provide a bespoke local service tailored to our client and candidate's requirements.

At ITS we are proud to work with the biggest names in the industry in each of the Trades & Labour, Asbestos, Construction Professionals, Engineering, FM & Maintenance, Marine, M&E and Technical recruitment markets that we specialise in. Commitment to our core values of honesty and reliability has built strong relationships with our clients and candidates,

Our supply chain is essentially our management of Candidates, which is controlled via our Operational Control Processes.

### Responsibility for Anti-Slavery Initiatives

---

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.

To ensure that all parts of our business and supply chain are slavery free we have reviewed our workplace policies and procedures to assess their effectiveness in identifying and tackling modern slavery issues.

Our workplace policies and procedures demonstrate 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 our supply chains.

All our policies and procedures have been implemented on our ISOportal in adherence with ISO9001: Quality Management System Standard and OHSAS18001: Health and Safety Management System Standard.

### Due Diligence

---

As part of our initiative to identify and mitigate risk we:

- ❖ Maintain a work environment meeting the requirements of ISO9001:2015 and OHSAS18001:2007

Version	0.4
Classification	Public



- ❖ Where possible, longstanding relationships are built with local suppliers and customers clearly detailing expectations of business behaviour
- ❖ All staff are encouraged to report any concerns to the Branch Director
- ❖ All staff are aware of our sustainability and ethical ethos through ISOportal and at induction.
- ❖ Identify and assess potential risks as part of our ISO Risk Assessment Policy utilising ISOrisk

We have zero tolerance to slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our values we have in place a Supplier Control Policy. Similarly, Candidates are managed as per our Candidate Registration Process.

Adherence to our policies and procedures is maintained via our Internal Audit Programme.

Any impacts that arise relating to this policy are recorded on the Improvement Form on ISOportal.