

Zero tolerance of slavery and human trafficking

Modern Slavery Act 2015

FJN RECRUITMENT / ATDP / S3 SCIENCE Statement

Our commitment as part of FJN RECRUITMENT / ATDP / S3 SCIENCE, a responsible company, we operate a zero tolerance approach to slavery and human trafficking.

We are committed to preventing slavery and human trafficking in our corporate activities and we expect organisations within our supply chain to adopt and enforce policies to comply with the legislation. We are committed to improving our working practice and introducing appropriate controls in order to safeguard business areas that may be at risk of exposure under the Modern Slavery Act.

This focus extends both internally and externally, and we work closely with our third-party suppliers to ensure that our relationship and their individual working practices align to the Modern Slavery Act. To ensure all our colleagues, partners in our supply chains and contractors comply with our values, each part of FJN RECRUITMENT / ATDP / S3 SCIENCE has implemented an internal policy and a supply chain compliance programme that consists of robust due diligence and ongoing monitoring.

This includes:

- robust systems and policies in place to identify, assess and monitor potential risk areas in our supply chain and to mitigate the risk of slavery and human trafficking occurring. In addition, all suppliers are contractually obliged to comply with all applicable laws and regulations in relation to the Modern Slavery Act 2015 and regular physical audits provide assurance that this is taking place.
- recruitment processes that are compliant with UK employment law, including eligibility to work checks, the issue of contracts of employment and checks to ensure that anyone employed with us is aged 16 or above. These processes are monitored and reviewed regularly.
- benchmarking of our pay and reward frameworks within our markets and reviewed on an annual basis.
- the offer of a wide range of support to our people to improve their wellbeing, both physically and mentally.
- the conducting of regular colleague surveys, as well as other feedback mechanisms across the business to help us understand how we can continuously improve our working environment.
- the operation of an internal whistleblowing hotline for colleagues to raise their concerns confidentially, as well as policies in place to protect whistle blowers.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 30 September 2020.