



Slavery and Human Trafficking Policy Statement

UK Access Solutions is committed to a work environment that is free from human trafficking, forced labour and unlawful child labour (collectively “human trafficking and slavery”) in line with the Modern Slavery Act 2015. It also strongly believes that it has a responsibility for promoting ethical and lawful employment practices.

- Human Trafficking: the recruitment, transportation, transfer, harboring or receipt of persons, by means of the threat or use of force or other forms of coercion, of abduction, of fraud, of deception, of the abuse of power or of a position of vulnerability or of the giving or receiving of payments or benefits to achieve the consent of a person having control over another person for the purpose of exploitation.
- Forced Labour: all work or service, not voluntarily performed, that is obtained from an individual under the threat of force or penalty.
- Harmful Child Labour: consists of the employment of children that is economically exploitative, or is likely to be hazardous to, or interfere with, the child’s education, or to be harmful to the child’s health, or physical, mental, spiritual, moral, or social development.

Accordingly, UK Access Solutions will not knowingly use unlawful child labour or forced labour in any of the services or products it provides, nor will it accept services and/or products from suppliers that employ or utilise child labour or forced labour.

Human trafficking and slavery are crimes under UK and international law. These crimes exist in countries throughout the world. This policy statement defines UK Access Solutions commitment to ensuring that human trafficking and slavery does not exist within its own business, but also provides how UK Access Solutions will make efforts to eradicate the same from other businesses in its supply chain.

Our recruitment process for employees/sub-contract operatives include face to face communications with any potential candidates. We also confirm identities by checking originals of relevant documents.

We expect our supplier to adhere to our expectations within their own workforce. We therefore expect our suppliers demonstrate the steps they are taking to ensure slavery and human trafficking are not taking place within their business and their own supply chain. Upon request, Suppliers must be able to demonstrate compliance with this Policy to the reasonable satisfaction of UK Access Solutions. UK Access Solutions may perform periodic audits on this Policy and Suppliers are expected to fully co-operate with any such audit.

UK Access Solutions encourage anyone (including employees, sub-contractors, suppliers and clients) to report any issues and concerns regarding slavery and human trafficking to Bryn Jones, the Director for Prevention of Slavery and Human trafficking.

Jim Cottrell
CEO

A handwritten signature in black ink, appearing to read 'Jim Cottrell', is written below the printed name and title.