

# Agilité Solutions

## Modern Slavery & Human Trafficking Policy

### Table of contents

- 1. PREAMBULE ..... 2
- 2. POLICY STATEMENT ..... 2
- 3. RESPONSIBILITY FOR THE POLICY ..... 4
- 4. COMPLIANCE WITH THE POLICY ..... 4
- 5. COMMUNICATION AND AWARENESS OF THIS POLICY ..... 4
- 6. BREACHES OF THIS POLICY ..... 5

## **1. PREAMBULE**

Agilité Solutions is committed to ensuring that there is no modern slavery or human trafficking in any part of our business and in so far as is possible to requiring our suppliers hold similar views.

Our Anti-slavery Policy Statement reflects 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.

This Policy takes into account and supports, the policies, procedures and requirements documented in our Quality Management Systems, compliant with the requirements of ISO 9001:2015 and ISO 14001:2015. The implementation and operation of these management systems underlines our commitment to this policy statement.

This policy is in accordance with Section 54 of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement.

## **2. POLICY STATEMENT**

**2.1** Slavery is illegal and a violation of human rights. There are many forms of Modern Slavery including; forced labour, child labour, exploitation, being controlled by an employer, debt bondage, being physically constrained, being sold or treated as a commodity and having restrictions on freedom of movement. These acts involve a person losing their freedom by being exploited by another for personal or commercial gain.

**2.2** Agilité Solutions has a zero-tolerance approach to Modern Slavery. We are committed to acting ethically and with integrity in all our business dealings and relationships. We will implement and enforce effective systems and controls to ensure Modern Slavery is not taking place in our own business or supply chains.

**2.3** We are committed to ensuring our business is transparent, as such we comply with the disclosure obligations under the Modern Slavery Act 2015.

**2.4** Agilité Solutions expects our contractors, suppliers and other business partners to uphold high standards in all business practices; as part of the contracting process, we include prohibitions against the use of staff sourced from forced, compulsory or trafficked labour, anyone held in slavery or servitude. Agilité Solutions expects their suppliers to hold these high standards.

**2.5** Agilité Solutions monitor all of our supply chains to ensure they comply with the Modern Slavery Act 2015, In addition to this, to check compliance; we periodically audit our supply chain making sure they adhere to our predetermined criteria.

**2.6** This policy applies to all persons working for, or on behalf of Agilité Solutions Group, in any capacity. This includes but does not limit the policy applicability to; employees, agency workers, temporary staff, agents, contractors, external consultants, third-party representatives and

business partners.

**2.7** This policy does not form part of any employee's contract of employment, and we reserve the right to amend it at any time.

### **3. RESPONSIBILITY FOR THE POLICY**

**3.1** The Agilité Solutions Group Board of Directors has overall responsibility for ensuring this policy complies with Agilité Solutions Groups legal and ethical obligations, and that all those under our control comply with it.

**3.2** The Agilité Solutions Groups Human Resources Manager has primary responsibility for implementing this policy. This includes responsibility for the monitoring of its use and effectiveness, auditing of internal control systems and procedures. The Human Resources Manager is responsible for updating the policy to reflect any changes in legislation.

**3.3** Management at all levels within Agilité Solutions Group are responsible for ensuring those reporting to them understand and comply with this policy, and, are given adequate and regular training on Modern Slavery.

**3.4** Agilité Solutions Group employees are invited to comment on this policy and suggest ways in which it might be improved. Comments, suggestions and queries are encouraged and should be addressed to your Line Manager.

### **4. COMPLIANCE WITH THE POLICY**

**4.1** You must ensure that you read, understand and comply with this policy.

**4.2** All Agilité Solutions Group employees are responsible for the prevention, detection and reporting of Modern Slavery in any part of our business or supply chains. Employees are required to avoid any activity that might lead to a breach of this policy, and the Modern Slavery Act 2015.

**4.3** You must notify your manager as soon as possible if you believe or suspect that, a conflict with, or breach of, this policy has occurred, or may occur, in the future. You can also report any suspected breach by following our Whistleblowing Policy.

**4.4** Employees are encouraged to raise concerns about suspicions of Modern Slavery in any parts of our business or supply chains at the earliest possible stage

### **5. COMMUNICATION AND AWARENESS OF THIS POLICY**

**5.1** Our zero-tolerance approach to Modern Slavery is communicated to all suppliers, contractors and business partners at the outset of our business relationship with them. Suppliers are asked to comply with our Anti- Slavery and Human Trafficking policy from the onset of the relationship. Suppliers who are unwilling to comply will not be on boarded.

## 6. BREACHES OF THIS POLICY

6.1 Any employee who breaches this policy will face disciplinary action. This could result in action up to dismissal in accordance with the Agilité Solutions Group Conduct policy. We may terminate our relationship with other employees, suppliers and any other associates working with Agilité Solutions Group if they breach this policy.

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