

This policy sets out Hire Safe Solutions Ltd's commitment to preventing modern slavery and human trafficking within its business, operations and supply chains. Modern slavery is a serious crime that violates human rights and includes slavery, servitude, forced labour and human trafficking.

This policy applies to:

- All employees
- Contractors, agency workers, and consultants
- Suppliers, subcontractors, and service providers
- Any third party acting on behalf of the company

Hire Safe Solutions Ltd has zero tolerance for all forms of modern slavery and human trafficking. Therefore, we commit to:

- Ensuring our operations are free from exploitation.
- Conducting due diligence on all suppliers.
- Identifying risks and taking steps to mitigate them.
- Ensuring vulnerable individuals are protected and supported, consistent with Home Office statutory guidance principles.
- Enhancing transparency and continuous improvement as recommended by updated government guidance.

Modern slavery risks may arise in:

- Outsourced services
- Labour-intensive sectors
- Subcontracting chains lacking visibility

In line with Home Office guidance on transparency and enhanced due-diligence expectations, Hire Safe Solutions Ltd will:

- Assess potential and existing suppliers for slavery and trafficking risks.
- Conduct enhanced checks for higher-risk supply chains, including country-of-origin risk reviews, labour practice assessments, and verification of subcontracting arrangements.
- Review concerns, triggering a structured assessment, review, and, where necessary, corrective action plans.

1. Employee's responsibilities

- All employees, and in particular those with management responsibility over others, are required to report any activity which they suspect involves modern slavery/human-trafficking, alongside any other unlawful activity, to Hire Safe Solutions Ltd HR or company directors.
- Comply with company policies and training requirements.

2. Company's responsibilities

- To provide training to all employees, on modern slavery and human-trafficking.
- To promote acting ethically, with integrity, and to implementing effective systems to prevent exploitation.
- To publish an annual Modern Slavery & Human Trafficking Statement in accordance with Section 54 of the Act

3. Definitions

These terms have very specific definitions (listed below, along with contact numbers for help outside of the company). If you are the victim of these conditions or genuinely suspect that a colleague could be, you can contact the HR Department in confidence.

- Modern slavery is the status or condition of a person over whom all or any of the powers attaching to the right of ownership are exercised. A key element of slavery is the behaviour on the part of the offender as if he/she owns the person, which deprives the victim of his/her freedom.
- Forced or compulsory labour involves coercion, either direct threats of violence or subtler forms of compulsion. The key elements are that work or service is extracted from a person under the menace of a penalty and for which the person has not voluntarily offered him/herself.
- Human-trafficking occurs when a person arranges or facilitates the travel of another person, with a view to that person being exploited. The offence can be committed even when the victim consents to travel. A victim is often deceived by the promise of a better life. The exploitation of the potential victim does not need to have taken place for the offence to be committed. It is enough to arrange or facilitate the movement of the individual, with a view to exploiting him/her for sexual or non-sexual exploitation.

4. References

- [Modern Slavery Act 2015 \(legislation.gov.uk\)](https://legislation.gov.uk)
- The UK Government also provides a 24-hour modern slavery helpline which victims, employers and members of the public, who may encounter modern slavery, can call for expert support and advice: 0800 0121 700
- England and Wales - *Migrant Helpline: 01304 203977 or 07766 668781 (out of hours)*
- Scotland - *Migrant Helpline: 0141 884 7900 or 0141 812 2553 (out of hours)*
- Northern Ireland - *Migrant Helpline: 01304 203977 or 07766 668781 (out of hours)*
- [Republic of Ireland modern slavery adult victim support provider](#)
- *The Salvation Army: 0300 303 8151*

Issue	Section	Details of change	Date/Initial
1.0	All	Initial release	12/03/2021 SY
1.1	All	Reviewed and change box added	27/04/2021 RM
1.1	All	Reviewed- no changes made	26/04/2022 SY
1.1	All	Reviewed- no changes made	14/04/2023 SY
1.1	All	Reviewed- no changes made	15/04/2024 SY
2.0	All	Multiple changes made and references added	03/10/2024 PC
2.0	All	Reviewed- no changes made	10/04/2025 SY
3.0	All	Reviewed – risks and commitment to added	30/03/2026 PC

Reviewed by:	Pippa Crinage, HR Manager	Review date:	30/03/2026
Approved by:	Charlie Stanley, Group People Director	Approved date:	26/04/2026
Signature:		Date of next review:	April 2027