

Modern Slavery Act Policy

Introduction

Human Trafficking is the second most profitable criminal enterprise worldwide, surpassed only by the illicit drug industry. Once a trade based on global economic and ethnic distinctions, it has now moved into the informal economy based on global economic disparity. Globalisation has increased international trade, reduced borders and reduced price of travel. These influences have all helped to create 'Push' and 'Pull' factors that drive advantage of this environment, by offering cheap travel and promises of a better life abroad, only for the individual to end up in exploitive situations that they cannot escape. Hayley 24/7 Ltd. outlines in this policy its commitment to making Companywide a hostile place for those who traffic people into, within or out the company wide area. Adherence to this policy will: Ensure a consistent Companywide and professional approach is adopted across all business functions when dealing with matters of human trafficking. Reduce incidences of human trafficking and its impact through partnership working. Provide the police force with information on victims of human trafficking with the assurance of a quality focused investigation and appropriate support tailored to their individual needs for example; age, gender, sexual orientation and cultural or religious background.

Standards

Legal Basis

One of the fundamental provisions of the Human Rights Act in Article 3 imposes a positive duty to 'prevent inhuman or degrading treatment'.

Suppliers and Others

Hayley 24/7 Ltd. will ensure that any partnership entered, supplier used or those who work on behalf or are Ambassadors of the Company or provide a service to Hayley 24/7 Ltd. will be aware of our policy as well as those policies listed in clause 2.1.11 and that they must demonstrate adherence to our standards, principles and values for them to be able to continue with their working relationship in any guise with Hayley Group Plc.

Hayley 24/7 Ltd. will not use or work with any third party that does not adhere to the principles and standards of this policy.

Monitoring and Feedback

Hayley 24/7 Ltd. will ensure that all suppliers either have or adhere to the principles and standards of Hayley 24/7 Ltd. and in addition, Hayley 24/7 Ltd. will make certain that all employees, consultants or those that work on behalf of Hayley 24/7 Ltd. do indeed qualify and have entitlement to work in the United Kingdom, which needs to be evidenced by a number of legal original documentation and is always reviewed by a Hayley 24/7 Ltd. employee who signs a declaration on copy documentation.

Hayley 24/7 Ltd. will ensure employees will be paid at prevailing rate of pay for any work activity undertaken.

Hayley 24/7 Ltd. through HR, SHEQ and Compliance functions will monitor and asses' suppliers and recruitment process to make certain the Modern Slavery Act Policy is both implemented and adhered to.

Annual data will be provided accordingly for those bodies that require evidence of compliance to this policy.

This policy will be made available to third parties on receipt of a written request within 30 days.



Signed _____

Managing Director