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Modern Slavery Statement

Slavery and human trafficking remains a hidden blight on our global society. We all have a responsibility to be alert to the risks, however small, in our business and in the wider supply chain. Staff are expected to report concerns and management are expected to act upon them.

CSA Service Group is committed to the highest standards of ethical conduct and integrity in its business activities and has a zero tolerance policy against slavery and human trafficking. As part of this commitment we are pursuing membership of Stronger Together Partners (<http://stronger2gether.org/>) who provide guidance, resources and a network for employers, labour providers, workers and their representatives to work together to reduce exploitation. Worker education begins at the induction stage, giving an insight into Modern Slavery. It explains why it is illegal in the UK and what the worker should do if they suspect it is happening to a colleague or they are a victim themselves. Every worker is shown the Stronger Together video and literature is available to all workers which includes contact details for the relevant authorities who can assist. During their assignments, regular checks are conducted on workers' welfare in the form of surveys, worker interviews and site audits. All CSA Service Group Recruiters, Supervisors and Team Leaders, have the Stronger Together internal training qualification.

From the moment a potential worker chooses to join CSA Service Group the checks begin. These continue throughout the worker's time with us. At the time of registration, the identification and 'right to work' checks are conducted. This ensures that the worker has control of their own documentation and that their job expectations are managed effectively. All interviews are completed face-to-face with the individual to make sure that they have freely chosen to attend. In addition, throughout the registration and interview process, all application forms are checked and verified as being the applicant's own information. We also ask where they found out about CSA Service Group and the role.

CSA Service Group is taking a variety of actions to verify the absence of forced labour, slavery and human trafficking in our business including the following:

- GLAA Licence obtained (Gangmasters and Labour Abuse Authority)
- ALP Membership (Association of Labour Providers)
- REC Membership (Recruitment and Employment Confederation)
- Stronger Together Partners
- Audits – We are regularly audited by our Clients who publish our audit results on the Supplier Ethical Data Exchange (Sedex) that we are Members of. This is a web-based database where suppliers post labour standards information and self-assessments in addition to all site audit reports.

Hidden Labour Exploitation Policy and Whistleblowing Policy represent our support to flexible workers and staff who may be involved in human trafficking.

Our focus on slavery and human trafficking is very important to our business and we encourage transparency and accountability at all levels.

We will not tolerate forced, bonded or indentured labour, involuntary prison labour, slavery or trafficking in our business.