

**Modern Slavery Policy**

Page: 1 of 1

ACIEM Group Ltd will respect the human rights of all employees and ensure they are treated fairly in all respects. We will comply with all relevant UK legislation including:

Working Time Directive (2003/88/EC), National Minimum Wage Act 1998, Employment Rights Act 1996, Protection of Young People at Work Council Directive 94/33/EC, Trade Union & Labour Relations (Consolidation) Act 1992, TUPE Act 2006, Pensions Act 2004, The Gangmasters (Licensing) Act 2004, The Equality Act 2010, The Immigration, Asylum and Nationality Act 2006, The Modern Slavery Act 2015, other relevant UK legislation and all applicable obligations under European Labour Law within the European Convention on Human Rights.

ACIEM Group Ltd will only engage with subcontractors and suppliers that have and can demonstrate a zero tolerance to slavery and human trafficking together with compliance to the Modern Slavery Act 2015. Subcontractors and Suppliers are also reminded of their statutory obligations under the Equality Act 2010: these include not to discriminate directly or indirectly on the grounds of colour, race, nationality, ethnic or national origins, sex, marital status, gender reassignment, disability, sexual orientation, religion, belief or age (“unlawful discrimination”) in relation to decisions taken to recruit, select, remunerate, train, transfer and promote employees. We also require compliance to the Immigration, Asylum and Nationality Act 2006, Immigration Act 1971. Illegal working often results in abusive and exploitative behaviour, the mistreatment of illegal migrant workers, tax evasion and poor housing conditions. It can also undercut legitimate businesses and have an adverse impact on the employment of people who are lawfully in the UK

ACIEM will source suppliers/subcontractors for our contracts who:

- Afford their employees the freedom to choose to work for them. Suppliers should not use forced, bonded, non-voluntary prison labour.
- Establish recognised employment relationships with their employees in accordance with national law and good practice.
- Demonstrate commitment to equality and free from discrimination and oppression.
- Have appropriate disciplinary, grievance and appeal procedures in place.
- Work within the laws of their country.
- Ensure the Health & Safety of their workforce.
- Take measures to ensure that child labour is not used in their operations or manufacture of any parts in their materials.
- Do not support, encourage or facilitate the trade of drugs, tobacco, slavery or prostitution.
- Offer wages and benefits that as a minimum meet relevant industry benchmarks and legal standards.

Where an organisation is suspected on not complying our standards we will take measures to ensure compliance with this policy. This may include supplier audits, training or ceasing trading arrangements

Signed  
M Whitfield  
Managing Director



January 2018