

## **Modern Slavery Statement**

The UK Modern Slavery Act 2015 (the 'Act') requires business to state the actions they have taken during the financial year to ensure modern slavery is not taking place in their operations and supply chains. We are fully committed to playing our part in eradicating modern slavery. We firmly advocate for transparency and collaboration to eliminate the risks of modern slavery.

This statement refers to the financial year ending 31 May 2020. It sets out the steps taken by Apex Resource Management Ltd. to prevent modern slavery and human trafficking in our own operations and supply chains.

Policies and Control:

We have zero tolerance for any form of modern slavery anywhere in our business and supply chain. Apex Resource Management will act upon and take seriously any allegations that there may be violations relating to Modern Slavery. All reports will be fully investigated and appropriate remedial actions will be taken.

Apex Resource Management has the following policies in place which demonstrates the organisation's commitment to tackling and abolishing Modern Slavery within its supply chain and which enables reports to be made and action to be taken:

- Equal Opportunities Policy
- Anti-bribery and Corruption Policy
- Anti-slavery and Human Trafficking Policy
- Grievance Policy and Procedure
- Whistleblowing Policy

### **DUE DILIGENCE PROCESS FOR MODERN SLAVERY**

As part of our initiative to identify and mitigate risk we have taken various steps to ensure our business has systems in place to:

- Identify and assess potential risk areas in our supply chain
- Mitigate the risk of slavery and human trafficking occurring in our supply chain
- Monitor potential risk areas in our supply chain
- Protect whistleblowers

This is being achieved by:

- The introduction and implementation of our Anti-slavery and Human Trafficking Policy which reflects our commitment to acting ethically and with integrity in all our business relationships
- Putting in place a reporting channel which all employees are aware of
- Committing at director and management level to take immediate action regarding any workplace concerns raised through our reporting procedures
- Compliant Right to Work and Identity checks
- Ensuring that all employees are paid at least the National Minimum Wage or National Living Wage.

## OUR COMMITMENT TO COMPLIANCE 2019/20

Apex Resource Management Ltd are committed to ensure that both internally and throughout our supply chain, any potential risks are identified and highlighted by having the following in place:

- Ensuring that our systems hold all relevant employee information and are completely auditable
- Stringent Right to Work and Identity Checks

### KEY OBJECTIVES OVER THE COURSE OF THE NEXT 12 MONTHS WILL BE:

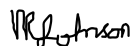
- Reviewing and implementing (where appropriate) new agreement and contracts with suppliers to ensure they are also committed to the abolishment of slavery and trafficking by ensuring compliance with their own business and supply chain
- Regular audit checks to ensure all assignment details are current and accurate
- Providing training to our employees to ensure an understanding of the risks of modern slavery

Apex Resource Management Ltd will continue to monitor and measure the effectiveness of our compliance measures by:

- Reviewing annually the number of reports/concerns raised through our internal channels from employees
- Reviewing all grievances raised internally and externally which may allude to Modern Slavery

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Apex Resource Management's slavery and human trafficking statement for the financial year ending 31<sup>st</sup> May 2020.

This statement was approved by the Board of Directors for Apex Resource Management Ltd.



N. Johnson

Operations Directors

1<sup>st</sup> June 2019



R. Marchington

Sales & Marketing Director

1<sup>st</sup> June 2019