



## The OCS Group Modern Slavery Policy Statement

OCS Group Limited (OCS) is committed to operating its business ethically and with integrity throughout the organisation. Likewise it is committed to preventing acts of modern slavery and human trafficking from occurring within both its business and its supply chain within the UK and overseas.

### Our Structure, Business and Supply Chains

OCS is the ultimate parent company of all OCS operating companies within the UK, including OCS Group UK Limited (incorporating Cannon Hygiene) (OCS UK), OCS Environmental Services Limited, i2Office Limited and OCS Group International Limited. OCS is an international business at the forefront of designing and delivering sustainable solutions to complex facilities management issues operating in over 50 countries across 5 continents. OCS operate across a full range of sectors, from aviation to healthcare, manufacturing to professional services, education to retail. OCS enter into both long and short term contracts with its customers. OCS UK offer total facility management solutions delivering the full range of of services. OCS UK also offers bundled and single services whether it is security, catering, cleaning, washroom services or pest control to name a few. OCS employs over 90,000 people worldwide.

In order to perform its customer contracts, OCS UK procures goods and services from its suppliers. Most purchasers are sourced from a core group of, long-term suppliers. OCS takes steps to ensure that all suppliers agree to comply with its policies which aim to eliminate modern slavery and human trafficking from the supply chain.

### Our Policies on Slavery and Human Trafficking & Supplier Due Diligence Processes

As part of our commitment to operating ethically and in a manner which complies with relevant laws, we have in place a number of policies within OCS UK, including in relation to the following:

Anti Bribery, Casual Workers, Equal Opportunities, Ethical Trading, Recruitment, Right to Work, Vetting, Whistle blowing and Working Time Regulations. In particular, our Supplier Code of Conduct within OCS UK requires suppliers not to use any form of forced, bonded or involuntary labour, and to ensure that workers are not treated in a harsh or inhumane way. We also take steps to ensure that our suppliers are aware of our policies and we expect them to adhere to the same high standards. We also have similar policies and processes in place in other jurisdiction we operate within to ensure all our business operate in an ethical manner and comply with applicable law.

### Areas of Potential Slavery and Human Trafficking Risk

OCS is aware that heightened modern slavery and human trafficking risk exists in relation to certain territories, and in relation to the production of certain goods and supplies. The standards outlined by OCS are being implemented across all of its purchasing activity.

In order to provide outsource services to its customers, OCS engages with providers of temporary staff on an agency basis. OCS is currently enhancing its policies and procedures to ensure that it only works with agencies who operate to the ethical standards that OCS expects.

### Effectiveness of Measures Taken

We intend to conduct a thorough review of our procurement strategy during the next 12 months. This review will consider how we can work closer with our supply chain to ensure that appropriate steps are taken to prevent acts of modern slavery and human trafficking.

### Staff Training

We recognise the importance of actively engaging with our staff on many important matters including our policies that relate to modern slavery and human trafficking. Our intranet offers a fast and secure communications platform allowing for increased awareness, identification and reporting of any potential breaches of our policies.

This statement is made in accordance with Section 54(1) of the Modern Slavery Act 2015 covering the financial year ending 31st March 2016.

A handwritten signature in blue ink, appearing to read 'Peter Slator', is positioned above the name and title of the signatory.

Peter Slator  
CEO, OCS Group Limited