

Smart Solutions 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. This membership should be confirmed by December 2015.

We are also working with the charity 'Hope for Justice' (<http://hopeforjustice.org/>), to provide unbiased support or advice to any of our employees. "Hope for Justice exists to end Human Trafficking and Slavery, in our generation".

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

- GLA Licence obtained (Gangmasters Licencing Authority) <http://www.gla.gov.uk/>
- ALP Licence obtained (Association of Labour Providers) <http://labourproviders.org.uk/>
- Audits – remote and onsite verification audits internally and through an independent third party as well as spot checks conducted by internal staff. Accredited for 9001 Quality Standards and 14001 Environmental standards.
- Internal Accountability – As part of the internal audit process and evaluation we have implemented standards and procedures to be followed and a minimum scoring criteria. These audit results are raised at the highest level and discussed at Divisional Business Review meetings to review standards and any actions to be taken.
- "Speak up with confidence", a confidential and secure service for the use of employees, clients, suppliers & contractors to raise concerns about any potentially unsafe, unethical or unlawful conduct. Confidential helpline- 0333 210 0146; email: confidential@smartsolutions.co.uk
- Training – As part of a thorough induction process all employees attend formal Induction training which outlines our compliance requirements and standards as a business and our commitment to a zero tolerance policy against slavery and human trafficking. Additional awareness workshops will also be introduced.
- Awareness Campaign/ marketing material – We are in the process of reviewing our marketing material which is placed at all our branches/client sites. These new materials and campaign correlate multi-lingual information supplied through Stronger Together and Hope for Justice which we hope will have a positive impact. The marketing campaign is being launched to all Smart Solutions staff on 18th December 2015 and to raise further awareness and responsibilities throughout the business.

The Smart Solutions organisation has the responsibility for implementing and monitoring compliance to all of the activities described above.

Our Company will not support or deal with any business knowingly involved in slavery or human trafficking.

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.

Nathan Bowles, CEO.
Smart Solutions