

# GSS – Slavery and Human Trafficking Statement

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GSS has a deep commitment to improving our practices to combat slavery and human trafficking.

Modern slavery and human trafficking are crimes that affect communities and individuals across the globe. As an organisation GSS strictly prohibits the use of forced labour and human trafficking in all of its operations and supply chains. GSS considers it imperative that, as a business, there should be total transparency in our efforts to meet the requirements of the Modern Slavery Act 2015 (the Act).

This statement outlines our adherence to the act and highlights the steps we take to ensure that there are no occurrences of slavery or human trafficking within our organisation or our supply chain, staff employees (Associates, agency staff temporary or contract). As highlighted in our vision, mission and values it is fundamental policy of GSS to be a provider of choice that conducts its business with honesty, integrity and in accordance with the highest ethical standards.

GSS is committed to ensuring that modern slavery and human trafficking do not exist within any part of our business or with any of our partner organisations and contractors. GSS contract predominantly with UK public bodies and Government agencies and given the nature of our business our risk of exposure to slavery and trafficking is low, however we will be aware of people, sectors and geographic areas posing a risk and will strive to combat them wherever we deliver our services. We take our social responsibility seriously and will promote best practice and exemplary standards at all times.

GSS employs staff solely within the UK and works with a network of contractors and associates. GSS zero tolerance to slavery and human trafficking is cascaded to all organisations, contractors and associates that work with and on behalf of GSS and as such are subject to comply with our values and beliefs in these values as part of our Equal Opportunities policy and Diversity statements.

To ensure all Associates, agency staff temporary or contract and suppliers comply with these values we have a supply chain review which consists of us:

- Reviewing due diligence on suppliers, associates, temporary or contract staff and
- Obtaining written confirmation regarding compliance to our working practices in regards to the slavery and Human trafficking statement, Equal Opportunities, Diversity and Whistle blowing.
- Meeting the requirements of our Diversity policy

GSS will not solely rely on our supply chain, associates and contractors commitment to our values and policies and compliancy around this, we will also conduct annual reviews and update policies and procedures in relation to this. GSS will also do checks to ensure compliance including and not limited to: Local minimum wage standards, UK working statuses and working time regulations.

## Training

GSS are committed to ensuring that all staff are trained and have an understanding of the risks of modern slavery and human trafficking. Employees will receive training to raise awareness and be able to identify signs pertaining to slavery and human trafficking and the process to report and highlight this and to whom.

In line with all GSS policies and procedures, this statement will be reviewed at least annually and on an ad hoc basis to reflect any changes in government legislation, working practices and the UK Law.

This statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015 is approved by GSS Directors and constitutes GSS Slavery and Human Trafficking statement for the financial year ending 31<sup>st</sup> March 2021.

A copy of this Statement is made accessible to all employees via the web and intranet sites and is given to all employees during their Induction with GSS. All staff, including newly appointed ones must be made aware of this and the responsibilities of both GSS and the individual in achieving its objectives.

All updates and amendments to this Statement must be disseminated to all staff and sureties of their understanding of any changes with this must be sought

## Review

We commit ourselves to undertaking a formal review of the Policy at least once every two years and usually yearly and to communicate changes organisation wide.

A handwritten signature in black ink, appearing to be 'Sonia Benjamin', enclosed in a thin black rectangular border.

April 2019 v2  
Signed by Sonia Benjamin  
Director