

## Anti-Slavery and Human Trafficking Policy

BDM ArcScan, a trading style of Business Solutions Ltd has created the following policy which applies to all persons working for us or on our behalf in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers, agents, contractors, and suppliers.

The UK Modern Slavery Act 2015 (the 'Act') requires businesses to state the actions they have undertaken and continue to take to ensure modern slavery is taking place within their day to running, directly or indirect through their supply chains.

As a company, we are committed to ensure that our work and the work of our trusted suppliers and other third-party providers is carried out in a way which promotes a positive, productive, and constructive environment where all employees regardless of skill or job title can enjoy working for a company that places their care, wellbeing, and development as important.

BDM Business Solutions Ltd prohibits and forbids the use of modern slavery and human trafficking in our operations and supply chain. We have and will continue to be committed to implementing systems and controls aimed at ensuring that modern slavery is not taking place anywhere within our organisation or in any of our supply chains.

### Our Commitments

#### Modern Slavery and Human Trafficking

Modern slavery is a term used to cover slavery, servitude, forced and compulsory labour, bonded and child labour and human trafficking. Human trafficking is where a person arranges or facilitates the travel of another person with a view to that person being exploited for the organisers own financial gain or benefit.

Modern slavery is a serious crime and a violation of any person or persons fundamental human rights.

#### Commitments

BDM Business Solutions Ltd expects everyone working with us or on our behalf to support and uphold the following measures to safeguard and prevent against modern slavery:

- We have a zero-tolerance approach to modern slavery in our company and our supply chains.
- The prevention, detection, and reporting of modern slavery in any part of our company or supply chain is the responsibility of all those working for us (regardless of job title) or on our behalf. Workers must and will not engage in, facilitate, or fail to report any activity that might lead to, or suggest, a breach of this policy.
- We are committed to engaging with our stakeholders and suppliers to address the risk of modern slavery in our operations and supply chain
- We take a risk-based approach to our contracting processes and keep them under review. We assess whether the circumstances warrant the inclusion of specific prohibitions against the use of modern slavery and trafficked labour in our contracts with third parties. Using our risk based approach we will also assess the merits of writing to suppliers requiring them to comply with our Code of Conduct, which sets out the minimum standards required to combat modern slavery and trafficking.
- Consistent with our risk-based approach we may require:
- Employment and recruitment agencies and other third parties supplying workers to our organisation to confirm their compliance with our Code of Conduct.
- Suppliers engaging workers through a third party to obtain that third parties' agreement to adhere to the Code
- As part of our ongoing risk assessment and due diligence processes we will consider whether circumstances warrant us carrying out audits of suppliers for their compliance with our Code of Conduct.
- If we find that other individuals or organisations working on our behalf have breached this policy, we will ensure that we take appropriate action. This may range from considering the possibility of breaches being remediated and whether that might.

This Anti-Slavery and Human Trafficking Policy has been approved and authorised by:

**Name:** Martyn Price  
**Position:** Director  
**Date:** Thursday 25<sup>th</sup> May 2018  
**Due for Review by:** Friday 24<sup>th</sup> May 2019  
**Signature;**

