

# Modern Day Slavery Statement

## Company Overview

Alexander Mann Solutions is an international talent acquisition and management company headquartered in the UK and operating globally in over 80 countries. With over 3000 people around the world, we are passionate about delivering adaptable, world class, talent solutions in partnership with our clients; based on the fundamental belief that people are the foundation of our success. As such **Alexander Mann Solutions is committed to a zero tolerance approach to Modern Day Slavery** within our business and from within our supply chains.

We understand that we have a significant role to play in managing our business carefully and responsibly. We continuously focus on driving corporate responsibility through adopting appropriate policies, not only within Alexander Mann Solutions, but also within our global supply chain. The relevant internal policy in relation to Modern Day Slavery is contained within the AMS Procurement and Supply Management Policy, which is reviewed and updated annually.

## Supply Chain Management

As a world leader in recruitment process outsourcing operating predominantly in the labour supply sector, we are very aware of our responsibility to inform and enable ethical and responsible business processes through principled procurement. Our fundamental approach is to build responsible practices into our standard procurement process, meaning that responsible procurement is simply seen as 'how we do business' rather than a standalone project.

## Process

We have invested in technology to drive our Procurement and Supplier Management objectives, and require our prospective suppliers to register via our online registration tool, SID4AMS, in order for appropriate due diligence to be performed. The tool contains questions and attestations that must be completed prior to progressing through the supplier on-boarding process. This tool is continually being enhanced to drive best standards in compliance and will act as our key control for driving adherence. All new suppliers that we engage are currently required to complete the registration.

Where suppliers do not meet our minimum prevailing standards, they are not able to enter our supply chain. In relation to existing suppliers who do not meet these minimum standards, we will support them in adopting processes and policies to achieve these standards. Supporting the due diligence is our contractual framework. We engage suppliers on formal contracts which contain terms and

conditions which protect the supply chain from poor or illegal practices. Our supplier template contracts will be reviewed to incorporate Modern Day Slavery clauses.

## **Policies**

In keeping with our commitment to act authentically in all our business dealings, several of our existing policies are relevant to support the requirement that there is no slavery or human trafficking in any part of our business or our supply chains.

Our relevant policies include:

Procurement and Supply Management Policy  
Global Training Policy  
Environmental Policy  
Quality Policy

All policies are reviewed annually (or sooner if required by a change of law) to ensure they are up to date. We are also implementing a Modern Day Slavery Policy in Q4 of 2017, together with associated training for all of our staff.

## **Ownership**

The AMS Group Director of Operations is the owner of the Procurement and Supply Management Policy and reports to the AMS Board of Directors on its management. In line with legal requirements, the AMS Group Director of Operations is responsible for presenting the annual Modern Day Slavery Statement for Board of Director approval.

## **Communication, Training & Awareness**

We regularly communicate and promote the AMS Procurement and Supplier Management Policy internally and externally to relevant stakeholders. In addition, we utilise ELearning technology to support the understanding of, and compliance with, our policies.

Suppliers are encouraged to review their own practices through evaluation and feedback from the SID4AMS tool which provides best practice guidelines for improving compliance.

## Monitoring and Reporting

AMS' Procurement & Supplier Management team use a risk-based approach to monitor implementation of and adherence to the AMS Procurement and Supply Management Policy and its application in the AMS supply chain. Regular reporting of supplier performance is evaluated at Category Head and Functional levels, with audit and oversight from the AMS Compliance function.

## Corrective Action

Suppliers are expected to identify and correct any activities that fall below the standard of the AMS SID4AMS evaluation.

We reserve the right to terminate the business relationship with the supplier concerned in the event of a breach of contract or policy.

## Progress Financial Year 2016-17

- SID4AMS Process enhanced to capture all new AMS Suppliers into the registration process through Procurement and Supply Management Policy
- AMS undertook benchmarking exercise through the HMG Modern Slavery Assessment
- Modern Day Slavery identified as requiring new internal policy formation through Compliance and Ethics framework with associated ELearning for all staff
- AMS invested in new global Whistleblowing technology due to be launched later in Q4 2017 to support a transparent and ethical culture with regards to any poor practices

## Progress Financial Year 2015-16

- Modern Day Slavery Act – internal owner identified.
- Procurement and Supply Management Policy updated to include reference to Modern Day Slavery Act.
- Supplier Registration Platform identified as control process to drive supplier compliance and detailed phase action plan developed to implement and operate.
- Modern Day Slavery Act Statement prepared & published.

## Summary


Alexander Mann Solutions is fully supportive of the Modern Day Slavery Act and its aims and will not knowingly support or deal with any business involved in slavery or human trafficking. We will continue to invest in compliance with our legal obligations.

**Approved by the AMS Board of Directors**

Signed.....

John Collington - Group Director of Operations

Date.....26 September 2017.....

Signed.....

Rosaleen Blair - Chief Executive Officer

Date.....26 September 2017.....