

## Performance Reward Consulting

# Human Trafficking and Modern Slavery Statement

### Our Commitment

Performance Reward Consulting (PRC) is committed to the principles of the Modern Slavery Act and the abolition of human trafficking and modern slavery. Modern slavery is a serious crime and violation of human rights.

PRC has a zero tolerance approach to Human Trafficking and Modern Slavery.

As an equal opportunities employer, we're committed to creating and ensuring a non-discriminatory and respectful working environment for our staff and Associates. We want all our staff and Associates to feel confident that they can expose wrongdoing without any risk to themselves.

We are committed to acting ethically and with integrity in all our business relationships. Our HR processes are designed to ensure that all prospective employees and Associates are legally entitled to work in the UK and safeguarded from abuse or coercion.

We do not enter into business with any organisation, in the UK, Ireland or elsewhere, which knowingly supports or is found to be involved in slavery, servitude and forced or compulsory labour.

### Our Suppliers

Due to the nature of our business, we assess ourselves to have a low risk of Human Trafficking and modern slavery in our business and suppliers.

We are a small independent consulting firm. Our suppliers are limited and we procure goods and services from a restricted range of UK, Irish and international suppliers.

When appointing new suppliers we check to ensure they have a policy commitment in relation to Human Trafficking and Modern Slavery. We also periodically review our existing suppliers to ensure they have a policy commitment in this area.

### Our Policies

The following policies cover Modern Slavery and Human Trafficking:

- Code of conduct
- Modern slavery policy

## Reporting

Employees, Associates or suppliers should report any suspected modern slavery or human trafficking, in the company or its suppliers immediately to the nominated Director (Patrick Robertson) who will investigate the matter and take appropriate action. This could include the immediate suspension of supplier or associate contracts. Any staff member found in breach of this policy may face disciplinary action which could result in dismissal for misconduct or gross misconduct.

Employees, Associates or suppliers are encouraged to report any suspicion of modern slavery or human trafficking. The company will protect the confidentiality of those reporting any suspicions of human trafficking or modern slavery and will ensure that any suspicions are properly investigated.

## Integrating the Principles into our Business

We will integrate the principles of our policy into our business through:

- Ensuring any PRC staff are aware of Human Trafficking and Modern Slavery and informing them of the appropriate action to take if they suspect a case of it.
- Ensuring that consideration of the Human Trafficking and Modern Slavery risks are taken into account when undertaking procurement.
- Having policies and taking action to embed a zero tolerance policy towards Human Trafficking and Modern Slavery.
- Ensuring that any staff involved in procurement and/or the recruitment of staff or Associates are aware of the risks of human trafficking and modern slavery and our policy on this.

This Statement has been approved by Patrick Robertson, Director. This policy statement will be reviewed and updated periodically.