

Modern Slavery Policy 2020

1. PureKat Consultancy Ltd. (PureKat) is committed to eliminating modern slavery, human trafficking, forced labour, and similar human rights abuses.
2. This policy applies to all persons working for us or on our behalf in any capacity, including employees at all levels, and our suppliers.

PureKat strictly prohibits the use of modern slavery and human trafficking in our operations and supply chain. We 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. We expect that our suppliers will hold their own suppliers to the same high standards.

3. PureKat provides appropriate training and awareness information for its entire staff. In particular:
 - Our staff undertake training courses that include guidance around modern slavery and human trafficking, as well as other wider human rights issues.
 - All of our staff receive awareness-raising information around issues involving modern slavery and human trafficking, so that they can bring any concerns they have to the attention of management.
4. Staff are encouraged to raise concerns about any issue or suspicion of modern slavery in any parts of our business or any supplier at the earliest possible stage.
5. Reports surrounding these issues are taken extremely seriously by the Managing Director, who is committed to ensuring that all investigations shall be prompt and effective. Our aim is to encourage openness and we will support anyone who raises genuine concerns in good faith under this policy, even if they turn out to be mistaken. If our investigations reveal any issues, we are committed to taking appropriate action, including but not limited to:
 - Working with the appropriate organisations to improve standards
 - Removing that organisation from our supplier list
 - Passing details to appropriate law enforcement bodies.
6. We regularly monitor our risks in this area through the use of relevant key performance indicators, for example:
 - The level of training amongst staff
 - The speed with which we investigate related complaints, should any arise, whether internally or from placed temporary workers
 - the effectiveness of any whistle-blowing procedures
 - The level of compliance and transparency established in the supply chain.
7. As part of our efforts in this area, we will publish a modern slavery statement on an annual basis.
8. Compliance with this policy –
 - All staff must ensure that you read, understand and comply with this policy.
 - The prevention, detection and reporting of modern slavery in any part of our business or supply chains is the responsibility of all those working for us or under our control. You are required to avoid any activity that might lead to, or suggest, a breach of this policy.

Perfection in recruitment

PureKat Consultancy Ltd

Company registration number: 10853523 / Gangmaster Licence: PURE0006

Suffolk & Essex - t: 01440 844768 / Cambridgeshire / Hertfordshire - t: 01223 607089 / Norfolk - t: 01603 567354

e: info@purekat.co.uk / w: purekat.co.uk

- You must notify the Managing Director, as soon as possible, if you believe or suspect that a conflict with this policy has occurred, or may occur in the future.
- If you believe or suspect a breach of this policy has occurred or that it may occur you must notify the Managing Director or report it in accordance with our Whistleblowing Policy as soon as possible.
- If you are unsure about whether a particular act, the treatment of workers more generally, or their working conditions within any part of our supply chains constitutes any of the various forms of modern slavery, raise it with the Managing Director.
- We recommend reading this in conjunction with our other policies, including our:
 - Anti-bribery
 - Whistleblowing.

This policy was adopted on 14th July 2020 after being agreed by the Managing Director. It will be reviewed annually as part of our ongoing policy reviews and risk assessments.

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