

1 Introduction

- 1.1 Honest Payroll Limited are committed to preventing acts of modern slavery and human trafficking from occurring within its business and supply chain and imposes the same high standards on its suppliers.

2 Structure of the organisation

- 2.1 Honest Payroll Limited is a limited company registered in England & Wales (Company Number: **14549325**) in the PAYE Umbrella sector with business operations in the United Kingdom. We provide services to multiple sectors.

3 Policies

- 3.1 As part of our commitment to combating modern slavery and human trafficking, we have implemented the Anti-Slavery policy. We are committed to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place in our supply chains.

- 3.2 We also make sure our suppliers are aware of our policies and adhere to the same high standards.

4 Supply chain

Honest Payroll Limited are part of supply chains with our direct client usually being an employment agency and/or employment business (as defined in the Conduct of Employment Agencies and Employment Businesses Regulations 2003).

5 Due diligence

- 5.1 As part of our efforts to monitor and reduce the risk of slavery and human trafficking occurring within our supply chains, we:

5.1.1 Identify and assess potential risk areas in our supply chains. This includes ensuring that we have verified the identity of all those that we engage with in accordance with best practice and any legal requirements.

5.1.2 Mitigate the risk of slavery and human trafficking occurring in our supply chains. This includes ensuring that we agree compliant written contracts with those that we provide services to and those that provide services to us.

5.1.3 Monitor potential risk areas in our supply chains. We conduct regular reviews of our contractual agreements to ensure that they remain compliant and accurate.

5.1.4 Provide adequate protection for whistleblowers.

6 Supplier adherence to our values

- 6.1 We enforce a strict code of compliance and do not tolerate slavery and human trafficking within our supply chains.

7 Training

- 7.1 We invest in educating our staff to recognise the risks of modern slavery and human trafficking in our business and supply chains.

- 7.2 Employees are taught the benefits of stringent measures to tackle slavery and human trafficking, as well as the consequences of failing to eradicate slavery and human trafficking from our business and supply chains.

8 Director approval

8.1 In establishing our effectiveness in combatting slavery and human trafficking we take the engagement of our employees and suppliers and compliance seriously. We ensure that all terms that we agree with employees and suppliers are accurate, lawful and are explained to our employees and suppliers. We also ensure that all our employees and suppliers are not compelled or coerced in any way to agree terms with us.

8.2 This statement was approved by Matthew Blane on 31st January 2024

Signed: *M Blane*

Matthew Blane

Honest Payroll Limited

Date: 31st January 2024