

## Modern Day Slavery Statement

Challenge-trg is vehemently against slavery and is committed to preventing acts of slavery and human trafficking from occurring within its business, it imposes those same high standards on its contractors, suppliers and other business partners.

### Company Structure:

Challenge-trg acts as an employment business/agency and as such comes into contact with a multitude of workers, which includes employees, contractors and sub-contractors.

### Supply Chains:

Challenge-trg partners with key clients to help deliver a logistics and fulfilment solution for their business. Our Financial year ends on 31<sup>st</sup> March. This statement covers the 2019 financial year.

This statement is made in line with HR38 Anti Slavery Policy.

### Due Diligence Process:

We have:

- made our staff aware of the Modern Slavery Act, including its definitions of slavery and human trafficking;
- told staff what to do if they suspect a case of slavery or human trafficking;
- contacted suppliers and partners in potentially higher risk categories to check what assurance arrangements they have in place;
- commenced a revision of our procurement contracts and related documents to include prohibitions in respect of slavery and human trafficking and compliance with the legislation
- reviewed our Whistle-Blowing Policy to include contact details
- Joined the "Stronger Together" initiative, providing information to higher risk groups

Provide refresher training to all relevant staff

We do:

- Weekly reports to identify duplicate bank account details.
- Weekly reports to identify duplicate postal addresses.
- Weekly reports to identify duplicate next of kin details.
- Weekly reports to identify duplicate contact numbers.
- Weekly reports to identify duplicate email addresses.

The above procedures are designed to:

- Identify and assess potential risk areas in our business and supply chains.
- Reduce the risk of slavery and human trafficking occurring in our business and supply chains.
- Monitor potential risk areas in our business and supply chains.
- Provide adequate protection for whistle blowers.
- Make it easy for whistle blowers to contact us confidentially and anonymously

If you have any information or concerns in relation to slavery or human trafficking, please call 0208 971 1900 (opt.3 HR) or email [hr@challengetrg.co.uk](mailto:hr@challengetrg.co.uk)

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement.

Full support and endorsement has been given by the Board of Directors.

Signed on 01/04/20.



Tom Cropper, CEO