

THE BOARD OF cHRysos HR STATEMENT ON MODERN SLAVERY AND HUMAN TRAFFICKING 2019

Introduction

cHRysos HR Solutions Ltd recognises and welcomes the Modern Slavery Act 2015 and the duty it places on larger organisations to disclose publicly the steps they are taking to prevent modern slavery within the business and their supply chains. Whilst cHRysos HR, as an SME does not fall within this requirement, the Board recognises the role of businesses of all sizes in supporting the eradication and prevention of Modern Slavery and Human Trafficking. In doing so, cHRysos HR has a zero-tolerance approach to modern slavery and is committed to improving its practices by acting ethically and with integrity to ensure that modern slavery and human trafficking does not exist anywhere within the organisation or is in anyway associated with the business.

Our business

cHRysos HR Solutions Ltd. is an SME established in 2007. Our principle activities are: delivery of professional qualifications in HR, Learning and Development and Management; delivery of apprenticeships in HR, Learning and Development and Management; the provision of HR support and consultancy to businesses, predominantly SMEs.

Our head office is based in Doncaster although the provision of our services is national and international. Our client base is spread across a wide range of sectors and businesses of varying sizes.

We currently employ 11 individuals and 8 self-employed associates who assist us to achieve the aims of our business and to deliver and exceed the high levels of service that our customers expect.

As well as delivering services directly, we also undertake the role of sub-contractor, using our expertise in working for other providers.

Due diligence

cHRysos HR considers its position within the independent training provider/professional services industry as low to medium risk in relation to modern slavery. The company recognises that although policies and practices are in place to mitigate against modern slavery, it is vital that we play our part in ensuring that our associates and other supply chain businesses support the eradication and prevention of Modern Slavery and Human Trafficking.

Accordingly, cHRysos HR looks to ensure that businesses it associates with abide by Section 54 of the Modern Slavery Act and that our associates and smaller company suppliers abide by the principles and policies in operation. Where issues are identified that are not resolved to our satisfaction, we will review the on-going nature of the relationship with that relevant organisation.

Our policies and procedures

cHRysos HR adopts many policies and procedures that assist with our management of potential modern slavery and human trafficking issues. These include: Safer recruitment, Whistleblowing, Health, Safety and Welfare, Staff Code of Conduct, Allegations against Staff, Use of IT, Equality, Diversity, Harassment and Bullying, Safeguarding and Prevent.

cHRysos HR is committed to ensure modern slavery does not exist within its organisation by improving its current practices, adapting existing procedures, creating new policy and continuing to

educate its employees. The Board have set targets for the forthcoming year which include the following;

Targets on Modern Slavery and Human Trafficking 2019

- Review our position on Modern Slavery and Human Trafficking and ensure we have in place a dedicated Modern Slavery Policy that sets out the company's position in relation to this issue. The policy will set out the requirements the company has on entering contractual relationships with others and ensure that its employees are aware of their responsibilities in working to ensure modern slavery does not exist anywhere within the company.
- Train Board members, employees and appropriate associates to recognise potential situations of modern slavery and procedures to report their concerns. This will form part of our employee induction training and then ongoing refresher training.
- To adapt and improve existing key policies and procedures as necessary to address modern slavery issues.
- To ensure that all applicable associates have a signed statement and policy to abide by the Modern Slavery Act or for smaller organisations to agree to comply with the policy and procedures of cHRysos HR Solutions Ltd.
- To audit our policies and procedures to ensure effectiveness and best practice in addressing risk of modern slavery within our operations.