

Slavery and Human Trafficking Statement 2018.

Introduction

Global HSE Solutions Ltd (Global HSE) is committed to ensuring that there is no slavery or human trafficking in any part of our business or in our supply chains. This statement sets out our current risk analysis and the steps that Global HSE has taken to deliver on our commitment.

Our risk analysis

On the basis of the due diligence and analysis of the Global HSE business and our supply chains carried out to date, we consider that Global HSE is currently at a low risk of slavery and human trafficking in both the context of our own business and our supply chains.

Our overarching policy towards slavery and human trafficking

As embodied in the firm's core values Global HSE is a responsible business which is committed to acting with integrity and maintaining the highest professional and ethical standards in all our business relationships, including our supplier relationships. Global HSE has a zero-tolerance policy towards slavery and human trafficking and we require our suppliers to take a similar approach.

Our policies and procedures in relation to slavery and human trafficking

Our employees – within our business we have a low level of migrant labour. All employees (excluding apprentices and interns) are paid at, or above, the living wage. The standard terms and conditions of employment for our staff provide for the freedom of the employee to terminate his or her employment at any time, and state that any overtime is by agreement between Global HSE and the employee.

Global HSE also has the following policies published on our Intranet (Z: Drive which is accessible to all employees):

- Whistleblowing policy: protecting whistle-blowers through our confidential reporting process
- Harassment policy: prohibiting harassment and intimidation
- Disciplinary policy: prohibiting any threat of violence

Training on slavery and human trafficking risks and the requirements of the Modern Slavery Act 2015 is available to all staff.

Our supply chain – Global HSE's purchasing policy provides that anyone responsible for purchasing services from suppliers is expected to observe the highest standards of honesty and fairness and work in a manner which ensures full accountability, consistent with the firm's core values.

We are committed to acting ethically, with integrity and transparency, and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within our supply chain. We have in place a supply chain compliance programme. This programme is designed to:

- identify and assess the potential risk areas in our supply chains; and
- require that all of Global HSE's suppliers comply with the Modern Slavery Act 2015 and are transparent, accountable, auditable and free from ethical ambiguities.

We operate and maintain a preferred supplier list. We also conduct due diligence on suppliers we perceive to be high risk or vulnerable, in alignment with the Chartered Institute of Purchasing & Supply guidance, before allowing them to become a preferred supplier (including due diligence relating to compliance with the Modern Slavery Act).

We expect all our delivery partners, organisations within our frameworks and other companies we engage with to ensure their goods, materials and labour-related supply chains are free from any form of modern slavery. Our terms and conditions of purchase and framework supply agreements include appropriate contractual provisions to ensure that our suppliers are contractually committed to seeking to avoid the use of slave labour and trafficked labour.

As part of our on-going risk mitigation, we will:

- act promptly where a compliance breach has been identified or flagged; and
- continue to feed-back lessons learnt into the compliance risk management process.

Our effectiveness in combating slavery and human trafficking

The above procedures are designed to reduce the risk of slavery and human trafficking occurring in our business and supply chains, and to enable us to monitor potential risk areas in our business and supply chains.

As outlined at the outset of this statement, our current assessment is that Global HSE is at low risk of slavery and human trafficking occurring in our business and our supply chains. We will be looking to develop measurement criteria to assess our effectiveness in the future.

Further steps

We will look to enhance our due diligence on our suppliers by adding further relevant questions to the existing supplier due diligence questionnaire where we consider that the risk profile merits a higher level of due diligence.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Global HSE's slavery and human trafficking statement for the financial year ending 31st October 2019.



Signed:

Name:

Andrew Cooper MSC CMIOSH

Managing Director

Date:

Sept 2018

Review Date:

Sept 2019