



## **Modern Slavery Statement for financial year 2018/19**

### **Overview**

This statement is made in relation to the Modern Slavery Act 2015 and sets out the steps that the ABS Group Ltd. (“Company”) has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. The Company has a zero-tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

### **Our business**

Safety, risk and integrity management are at the core of what we do as a trusted technical services advisor.

Our technical advisory and certification services support the safety and reliability of high-performance assets and operations in the Oil, Gas and Chemical, Power, Marine, Offshore and Government sectors, among others.

### **Our policies**

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

1. Recruitment policy. We operate a robust recruitment policy, including conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.
2. Rules of Conduct. This policy explains the manner in which we behave as an organisation and how we expect our employees and suppliers to act.
3. Ethics and Compliance - The Compliance Counts code, available to all employees promotes our commitment for the highest standard of ethical business conduct at all times.

### **Our suppliers**

The Company operates a supplier policy and conducts due diligence checks on all suppliers before allowing them to become an approved supplier. These due diligence checks include an online search to ensure that the particular organisation has, to the best of our knowledge, never been convicted of any serious offenses which include any relating to modern slavery. Where possible, on site audits are conducted which include a review of working conditions. Our anti-slavery policy forms part of our contract with all suppliers and they are required to confirm that no part of their business operations contradicts this policy.

In addition to the above, as part of our contract with suppliers, we require that they confirm to us that:

1. They have taken steps to eradicate modern slavery within their business.

2. They hold their own suppliers to account over modern slavery.
3. (For UK based suppliers) They pay their employees at least the national minimum wage / national living wage (as appropriate).
4. (For international suppliers) They pay their employees any prevailing minimum wage applicable within their country of operations.
5. We may terminate the contract at any time should any instances of modern slavery come to light.

### **Training**

We regularly conduct training for all employees to ensure they are fully aware of our Ethics and Compliance policies.

### **Our performance indicators**

We will know the effectiveness of the steps that we are taking to ensure that slavery and/or human trafficking is not taking place within our business or supply chain if no reports are received from employees, the public, or law enforcement agencies to indicate that modern slavery practices have been identified.