

MODERN SLAVERY AND HUMAN TRAFFICKING POLICY

REVIEW CYCLE	Annually
NEXT REVIEW DATE	24th October 2021
PERSON (S) RESPONSIBLE	Chief Executive Officer
APPROVING BODY	EYC Global

1 Our Business

EYC Global is a limited company, which provides a range of outsourced and managed services to various industry sectors including transportation, cleaning, customer services, security contracts, events, hospitality and construction.

1.1 Who we work with

All of the hirers that we work with, and all of the work-seeker we provide, are known to and identified by our staff. All of the temporary workers we supply are identified by our staff.

1.2 Other relationships

As part of our business, we also work with the following organisations:

- International Organization for Standardization (www.iso.org)
- Railway Industry Supplier Qualification Scheme (www.risqs.org)
- The Recruitment and Employment Confederation (www.rec.uk.com)
- Security Industry Authority (www.sia.homeoffice.gov.uk)
- National Skills Academy Rail (www.nsar.co.uk)
- Confidential Incident Reporting and Analysis System (www.ciras.org.uk)
- Information Commissioner's Office (www.ico.org.uk)
- Railway Safety Accreditation Scheme (<http://www.btp.police.uk/about-us/in-the-community/railway-safety-accreditation.aspx>)

2 Our Policies

In addition, EYC Global has the following policies, which incorporates ethical standards for our staff:

- Bribery and Corruption Prevention Policy
- Equality Policy

2.1 Policy development and review

EYC Global's policies are established by our directors, based on industry best practice. We review our policies annually, or as needed to adapt to changes.

2.2 Our Processes for Managing Risk

In order to assess the risk of modern slavery, we use the following processes with our suppliers:

When engaging with suppliers, we ask for evidence of their processes and policies, including commitments around modern slavery, human trafficking, forced labour, human rights, and whistle-blowing.

After due consideration, we have not identified any significant risks of modern slavery, forced labour, or human trafficking in our supply chain. However, we continue to be alert to the potential for problems.

Additionally, we have taken the following steps to minimise the possibility of any problems:

- We reserve the right to conduct spot-checks of the businesses who supply us, in order to investigate any complaints.
- We collaborate with our suppliers in order to improve standards and transparency across our supply chain.
- We ensure that all of our suppliers are members of appropriate industry bodies and working groups.

Our staff are encouraged to bring any concerns they have to the attention of management.

3 **Our Performance**

As part of monitoring the performance of EYC Global Rail, we track the following general key performance indicators:

- The percentage of suppliers who sign up to an appropriate code / provide their own modern slavery statements,
- The percentage of [workers and/or candidates] supplied from audited businesses / our preferred supplier list, and
- The level of modern slavery training and awareness amongst our staff

4 **Training**

All our staff receive training and support that is appropriate to their role. In particular:

All of our staff receive awareness-raising information around issues involving modern slavery and human trafficking, so that they can bring any concerns they have to the attention of management.

As part of this, our staff are encouraged to discuss any concerns that they have. Training is refreshed annually.