



Accuratus Modern Slavery Statement

Organisation

This statement applies to Accuratus Accounting Ltd (referred to in this statement as 'the Organisation'). The information included in the statement refers to the financial year 2018 – 2019.

Organisational structure

The organisation is based in one central office in Stoke on Trent, from which all employees work. The organisation is controlled by a board of directors.

Our purpose is providing services to recruitment agencies and their clients employing contractors, freelancers and temporary agency workers. Accuratus's employees work in several industry sectors, including: IT, Engineering, Education, Medical.

Demand for our services are consistent throughout the year and is therefore not seasonal.

The labour supplied to the Organisation in pursuance of its operation is carried out in the United Kingdom only.

Definitions

The Organisation considers that modern slavery encompasses:

- human trafficking
- forced work, through mental or physical threat
- being owned or controlled by an employer through mental or physical abuse of the threat of abuse
- being dehumanised, treated as a commodity or being bought or sold as property
- being physically constrained or to have restriction placed on freedom of movement.

Commitment

The Organisation acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. The Organisation understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

The Organisation does not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to the Organisation in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. The Organisation strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in England and Wales.

Employment

- Robust recruitment processes in line with UK employment laws, including: 'right to work' document checks; contracts of employment and checks to ensure everyone employed is 16 and above
- Market-related pay and rewards reviewed annually
- Wellbeing activities and initiatives to support our people's physical and mental wellbeing and lifestyle choices

Supply chains

In order to fulfil its activities, 100% of our suppliers are from within the United Kingdom.

Potential exposure

In general, the Organisation considers its exposure to slavery/human trafficking to be relatively limited. Nonetheless, it has taken steps to ensure that such practices do not take place in its business nor the business of any organisation that supplies goods and/or services to it.

Steps

The Organisation carries out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in its organisation or supply chains, including conducting a review of the controls of its suppliers.

The Organisation has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.

In accordance with section 54(4) of the Modern Slavery Act 2015, the Organisation has taken the following steps to ensure that modern slavery is not taking place:

- Reviewing on a regular basis all aspects of the supply chain
- Plans to train all employees
- Zero tolerance of any suppliers not ensuring modern slavery does not occur

Compliance Officer

The Organisation has a Slavery Compliance Officer, to whom all concerns regarding modern slavery should be addressed, and who will then undertake relevant action with regards to the Organisation's obligations.

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2010 and will be reviewed for each financial year.

Date of approval:

Signed: *DWhite*

Print name: Daniel White

Job Title: Operations Director

Date: 31/05/2018