

## MODERN SLAVERY STATEMENT 2018

### INTRODUCTION

This statement is made as part of TCP Solutions Limited's ("TCP") commitment to eliminating the exploitation of people under the Modern Slavery Act (2015). TCP is committed to supporting ethical and compliant practices in the provision of our services. TCP's financial year ended on 31<sup>st</sup> December 2018 and this statement is published in accordance with section 54 of the Act.

### OUR BUSINESS

TCP is a payroll and compliance company operating in twelve European countries. TCP's Head Office is based in London and we have three other offices located in Amsterdam, Berlin and Antwerp. We provide global flexible workforce solutions for recruitment agencies and clients, and pride ourselves on offering compliant services in line with local and European legislation.

We value transparency and compliant employment practices based on honesty and integrity and aim to provide a quality trustworthy service.

### OUR SUPPLY CHAINS

We work closely with recruitment agency partners, who source contractors for placements with clients. Our external business supply chain involves engaging with contractors, agency and clients for the supply of the contractor's services to clients. Our internal supply chain relates to our office facilities such as IT, telecoms, refreshments, and cleaning services.

### OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains, or in any part of our business. Our Anti-slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains and partnerships.

We value partnerships and suppliers who support these principles and impart our attitude towards compliance to the organisations we work with. We recognise the importance of this ethos within the recruitment sector and can demonstrate our commitment to compliance through the following steps. These include TCP's:-

- award of sector specific employer accreditations
  - award of country specific temporary worker licencing authorisations
  - membership of employment organisations
  - adherence to specific collective agreements
  - adherence to health and safety audits
  - assessment of working environments
  - adherence to minimum wage regulations
  - regular communication and contact with contractors, agencies and clients
  - adherence to working time regulations
  - requirement for contractual commitments from our partners to modern slavery legislation
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## **DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING**

As part of our initiative to identify and mitigate risk, we have three legal teams based across our European offices and work closely with local lawyers in each jurisdiction in which we operate to ensure that we are engaging contractors compliantly in line with local labour laws. We continuously strive to:-

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.
- Protect against illegal working practices.

In relation to our internal suppliers, we engage with recognised telecoms and facilities providers, ethical local food suppliers, and local cleaning providers with whom we have a long-standing relationship.

## **RISK ASSESSMENT & MEASURING EFFECTIVENESS**

TCP regularly assesses the risks of non-compliance when dealing with new and existing business to ensure we provide the highest standard of service. TCP works collaboratively from a compliance perspective, engaging with individuals across all departments such as Legal, Operations, Sales and Marketing in order to ensure all those in our supply chain and contractors adhere to our values. TCP measures the effectiveness of the steps it takes by educating internal staff and external partners in relation to labour compliance, reviewing internal policies and procedures and monitoring feedback.

## **TRAINING**

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we will continue to educate our staff.

## **FUTURE STEPS AND REVIEW**

TCP believes in seeking continuous improvement opportunities to raising standards. We will continuously develop our policies, procedures and training to support our compliance responsibilities.

This statement has been approved by the Board of Directors on 26<sup>th</sup> March 2019

A handwritten signature in black ink, appearing to read 'Adam Craighill', is written over a faint, circular watermark or stamp.

Adam Craighill  
CEO

Date: 26.03.19

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