

This statement is made as part of The Absolute Solutions Group's commitment to eliminating the exploitation of people under the Modern Slavery Act 2015 (the Act). It summarises how Absolute Solutions Group companies operate, the policies and processes in place to minimise the possibility of any problems, any risks we have identified and how we monitor them, and how we train our staff.

This statement was approved by the board of directors on 20th July 2016 and has been reviewed annually since.

Dan Marshall

CEO

1 Our Business

The Absolute Solutions Group is a group of limited companies operating in the recruitment sector. We provide introduction services and supply temporary workers in the Industrial, Commercial, Healthcare and Technical sectors.

The Absolute Solutions Group comprises Absolute Recruitment UK Ltd, Bralin Recruitment Ltd, Meadowbank Associates Ltd and Absolute Health and Care Ltd, all of which are independent businesses.

1.1 Who we work with

All of the hirers that we work with, and all of the work-seekers we provide, are known to and identified by our staff. All of the temporary workers we supply are identified by our staff. We do not supply work-seekers to hiring companies through any intermediaries.

The hiring companies that we work with are located predominantly in Cheshire, Staffordshire and Shropshire. The workers we supply live in the same areas.

1.2 Other relationships

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

- The Gangmasters and Labour Abuse Authority
- Shropshire Partners in Care
- the Recruitment and Employment Confederation (www.rec.uk.com) and the Institute of Recruitment Professionals (www.rec-irp.uk.com)

2 Our Policies

The Absolute Solutions Group has a modern slavery policy.

In addition, the Absolute Solutions Group has the following policies which incorporate ethical standards for our staff.

- Ethical Policy
- Anti-Bribery Policy
- Equal Opportunities and Diversity Policy
- Whistleblowing Policy

2.1 Policy development and review

The Absolute Solutions Group's policies are established by our directors, based on advice from HR professionals, industry best practice and legal advice. We review our policies annually, or as needed to adapt to changes.

3 Our Processes for Managing Risk

In order to assess the risk of modern slavery, we review the potential for risk with our suppliers at regular intervals, including the possibility of re-auditing a supplier or conducting spot checks.

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.
- Only senior members of staff who have undergone appropriate training for assessing modern slavery risks in the supply chain are authorised to sign contracts and establish commercial relationships in any area where we have identified the potential for risk.
- We work with the Gangmasters Licensing Authority in order to combat the risk of modern slavery and human trafficking.

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

4 Our Performance

As part of monitoring the performance of The Absolute Solutions Group, we track the following general key performance indicators:

- The level of training amongst our Consulting staff
- The speed and manner in which complaints / reported concerns are dealt with

Based on the potential risks we have identified, we have also established the following key performance indicators, which are regularly assessed by our board of directors:

- the effectiveness of enforcement against suppliers who breach policies
- the amount of time spent on audits, re-audits, spot checks, and related due diligence
- the level of modern slavery training and awareness amongst our staff in general

We carefully consider our indicators, in order to ensure that we do not put undue pressure on our suppliers that might increase the potential for risk.

5 Our Training

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

- Our leadership team receive detailed training in identifying and resolving concerns around modern slavery and human trafficking.
- 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.