

Modern Slavery Statement

Our Commitment

As an established labour provider into the agricultural, horticultural and industrial industries, Pro-Force Limited offers the following statement pursuant to the Modern Slavery Act 2015. This statement outlines our processes to minimise and reduce the risk of slavery, human trafficking and labour exploitation within our supply chain.

Pro-Force stands at the front line of the supply chain into sectors which are highly susceptible to modern slavery. As such, we recognise the importance of implementing proactive processes; conducting our business affairs with integrity, demonstrating best practice and continually monitoring to ensure our systems and controls are effective in identifying any potential risks in relation to modern slavery.

The core values underpinning our processes to mitigate potential risks to our business, our clients businesses and our workforce are:

- Transparency
- Zero Tolerance
- Continual Improvement

These three key values are evident in all aspects of our business, from worker recruitment and selection through to placement with the end client. We will not knowingly engage or deal with any business involved, directly or by association, in modern slavery, human trafficking or labour exploitation. Our policies outline our internal management systems and control measures in place to mitigate risk.

- Preventing Modern Slavery & Labour Exploitation Policy
- Safe Recruitment Policy
- Workplace Communications Policy
- Quality Standard
- Pro-Force Training Programme

These management systems are paramount in ensuring we are able to identify and investigate any instance of exploitation at the earliest possible stage. We are totally transparent in our approach and conduct all our recruitment directly. We do not engage with any overseas agencies who charge fees, enabling us to have total control over our recruitment process, minimising the risk from 'hidden third parties'.

Our internal training programmes equip our front line employees with the vital skills they need to recognise signs of modern slavery and forced labour. All staff in worker welfare impacting roles are required to undertake our bespoke safe recruitment & worker management programmes. We take a zero tolerance approach to any instance of unethical behaviour.

Pro-Force have been Stronger Together Business Partners since 2015, and the good practice toolkit has become intrinsic and imbedded into our business culture. This commitment is evident in every level of our business; our Senior Management Team conduct worker interviews directly themselves as part of our approach to ensuring effective two way communication between our workers and our management. We are continually audited by our own internal team, key stakeholders, regulatory bodies and our clients, and our transparent approach allows us to make necessary changes and improve our processes.

We are totally committed to regulatory compliance and ethical standards, continually assessing and improving our standards. All our workers are given the tools they need to identify indicators of modern slavery, and all reporting channels are clear. In the instance that an issue should arise, it is immediately escalated to the relevant authorities to investigate, with the full cooperation and support of Pro-Force.

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Name MATTHEW SABBETT

Signed 