



MODERN SLAVERY POLICY

Brand K has always striven to operate with the highest standards of ethics and responsibility and our approach to stopping modern slavery reflects that.

We are proud of the steps that we have taken to combat slavery and human trafficking, which are set out in more detail below.

Slavery and Human Trafficking in our Business

In tackling slavery and human trafficking in our business we seek to follow these steps:

1. Identifying areas of risk within our business and supply chain
2. Taking steps to mitigate those risks
3. Monitoring the ongoing effectiveness of our risk prevention
4. Protecting and encouraging whistle-blowers

Slavery and Human trafficking in our Temporary Workforce

As a provider of labour, it is vital that we take steps to ensure that all temporary staff are protected from slavery and human trafficking. Whilst we recognise that no business is immune to the risks of modern slavery, we believe that having a robust series of processes is crucial to minimising the risk to our temporary staff. Our commitment to tackling slavery and human trafficking runs through all of our business, but the following are the key processes we have implemented to detect and prevent modern slavery within our workforce.

Recruitment of Temporary Workers

- All applicants who register for work with The Best Connection must do so in person
- All applicants are interviewed face to face and any documentation is completed in sight of our trained staff
- All Application Forms include questions and information relating to modern slavery
- Our staff are trained in spotting signs of modern slavery and in providing a safe environment for temporary staff to come forward with their concerns
- All workers are provided with a handout containing contact information for confidential support and resources about slavery and human trafficking

Payment of Temporary Workers

- Payslips are always made available to the individual online
- Temporary workers are paid by BACS into their own bank account or that of their partner, or in rare circumstances, by personal cheque

Shared Bank Accounts

Our Head Office based Compliance Team interrogates our temporary worker database in order to identify any temporary workers who share the same bank account or address with other temporary workers on our payroll. Each case is individually investigated by our local branch personnel who will question the temporary workers in order to establish the reasons behind the shared bank accounts or addresses.

Supplier Compliance with our Values