

GI SOLUTIONS GROUP LTD
Modern Slavery and Human Trafficking Statement
OCTOBER 2016

Introduction

This Modern Slavery and Human Trafficking Statement relates to actions and activities during the financial year April 2015 – March 2016

The statement sets down GI Solutions Group Limited's commitment to preventing slavery and human trafficking in our business activities and the steps we have put in place with the aim of ensuring that there is no slavery or human trafficking in our own business and supply chains. We all have a duty to be alert to risks, however small. Staff are expected to report their concerns and management to act upon them.

Organisational structure and supply chains

This statement covers the business activities of GI Solutions Group Ltd which are as follows:

GI Solutions Group is a limited company incorporated in England and Wales with registered number 2734835. The registered office is at 147 Scudamore Road, Leicester, LE3 1UQ.

GI Solutions Group is a leading integrated direct marketing and multi-channel customer communications provider. We offer a complete service from customer insight, strategy and targeting development, to campaign execution and management with creative print and mail, and response capture.

GI Solutions head office is in England, with no international offices or presence.

Goods & Services

The services GI Solutions Group provides to clients are predominantly office or site based (Sites being located in the UK). Goods are supplied either direct to the Client or, on the Client's instructions, mailed to its customers.

In terms of goods supplied to GI Solutions Group, the majority of goods will be goods to be used in a factory and office environment.

The following is the process by which the Company assesses whether particular activities or countries are high risk in relation to modern slavery or human trafficking: GI Solutions group is committed to continuous improvement and training in the following:

Bribery & Corruption

Health & Safety ISO18001 – ISO45001

Environmental ISO 14001

Information /Security ISO 27001

All regularly risked assessed and audited

High Risk Activities

The following activities are considered to be at high risk of modern slavery or human trafficking: Due to GI Solutions Group review process and risk assessments we do not consider that we have any high risk activities

Responsibility for the Company's anti-slavery initiatives is as follows:

- 1.1 Policies: The HR Manager is responsible for creating and reviewing policies. The process by which policies are developed is by looking at best practice and adapting to the needs of the Company.
- 1.2 Risk assessments: The Health & Safety Coordinator and HR Manager are responsible for risk assessments in respect of human rights and modern by a process.
- 1.3 The HR Manager is responsible for due diligence in relation to known or suspected instances of modern slavery and human trafficking.

Training

To ensure a good understanding of the risks of modern slavery and human trafficking in our business and supply chains, the Company requires all management to be trained on an ongoing basis.

Policies

The Company is committed to ensuring that there is no modern slavery or human trafficking in our business or our supply chains. This Statement affirms its intention to act ethically in our business relationships.

The following policies set down our approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in our operations.

<http://spt2/Company%20Policies/General%20Policies/HANDBOOK%20May%202016.docx>

- 2.1 **Whistleblowing policy** the Company encourages all its workers, customers and other business partners to report any concerns related to its direct activities or its supply chains.
- 2.2 **Employee code of conduct**
The Code of Conduct sets down the actions and behavior expected of employees when representing the Company.
- 2.3 **Corporate Social Responsibility (CSR) Policy** The Company's CSR policy summarises how we manage our environmental impacts and how we work responsibly with suppliers and local communities. See Company handbook for policies

Due Diligence Processes for Slavery and Human Trafficking

The Company undertakes due diligence when considering taking on new suppliers, and regularly reviews its existing suppliers. The Company's due diligence process includes building long-standing relationships with suppliers and making clear our expectations of business partners and evaluating the modern slavery and human trafficking risks of each new supplier.

Performance indicators

The Company uses the following key performance indicators (KPIs) to measure how effective we are in ensuring slavery and human trafficking is not taking place in any part of our business or supply chains including ongoing training for management and staff and use of labour monitoring and payroll system.

This Modern Slavery and Human Trafficking Statement will be regularly reviewed and updated as necessary the Board of Directors endorses this policy statement and is fully committed to its implementation.

This Modern Slavery and Human Trafficking Statement has been approved and authorised by:

Name: Patrick Headley

Position: C.E.O.

Date: 24 October 2016

Signature:

