

## **Modern Slavery Statement 2018**

### **Slavery and human trafficking statement**

#### **INTRODUCTION**

As a company, we strive to maintain the highest standards of ethical and governance compliance and recognise our responsibility to manage our business and supply chains to identify and alleviate any potential or actual human rights violations, including modern slavery. We are committed to working with our suppliers to address potential areas of risk and to work together to mitigate any areas of concern. This statement has been made in accordance with the Modern Slavery Act 2015 and details the steps taken by Opkill Ltd (the Company) within the UK during the financial year ended 31 December 2017 to prevent slavery and human trafficking occurring in any of our business or supply chains.

#### **ORGANISATION'S STRUCTURE**

Opkill Limited is a national pest control supplier and reputable brand across the West Midlands UK, Opkill is formulated as a SME (small to medium enterprise) who currently employ under 50 direct employees.

#### **SUPPLIER ADHERENCE TO OUR VALUES**

Opkill Limited recognises that slavery and human trafficking remains a hidden blight on our global society. The aim of the Company is to identify our responsibility by alerting staff to the risks, however small, in our business and in the wider supply chain. Staff are expected and encouraged to report concerns to management, where they are expected to act upon them.

Company activities are varied through multiple disciplined areas and sectors, these include providing pest control services for local authorities, commercial and domestic premises. Also likewise we have a multi-disciplined supply chain to support us through the different aspects and provisions of our business. We are committed to ensuring that there is no modern day slavery or human trafficking in our supply chains or in any part of our business.

Our Anti-Slavery Policy Statement 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. This Policy takes into account, and supports, the

policies, procedures and requirements documented in our Integrated Management System, compliant with the requirements of *ISO 9001:2015*, *ISO 14001:2015* and *OHSAS 18001:2007*. The implementation and operation of this management system underlines our commitment to this policy statement.

## **DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING**

- Formal procedures concerning slavery and human trafficking have been established, including disciplinary procedures where they are breached.
- Additional procedures ensure that this policy is understood and communicated to all levels of the company, and that it is regularly reviewed by the Directors to ensure its continuing suitability and relevance to the company activities. The Company will achieve these aims by our initiative to identify and mitigate risk in the following ways (But not limited to):-
- More stringent vetting and investigation of our supply chain (contractors, sub-contractors, policies, contracts etc.).
- Continually audit & review our practices for checking all employees are paid at least the minimum wage and have the right to work;
- We encourage the reporting of concerns and the protection of whistleblowers.
- The company will not knowingly support or deal with any business involved in slavery or human trafficking.
- We have zero tolerance to slavery and human trafficking. We expect all those in our supply chain and contractors comply with our values. To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to relevant members of staff. All Directors have been briefed on the subject. We use the following key performance indicators (KPIs) to measure how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains:
- Completion of Audits by Directors, Managers Safety managers and Safety Advisors;
- Use of labour monitoring and payroll systems;
- Level of communication and personal contact with next link in the supply chain and their understanding of, and compliance with, our expectations. This policy is in accordance with *Section 54 of the Modern Slavery Act 2015* and constitutes our group's slavery and human trafficking statement. *Modern Day Slavery Act 2015* Policy Statement For transparency the company will publish the *Modern Day Slavery & Trafficking Act 2015* Policy Statement on its website for the public, consumers, employees, NGOs or investors to view.

## **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 provide training to our staff.

## **OUR EFFECTIVENESS IN COMBATING SLAVERY AND HUMAN TRAFFICKING**

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Opkill Limited slavery and human trafficking statement for the financial year 2018.

Signed:



Chris Mckeown – Managing Director

Date: 1<sup>st</sup> January 2018