



omni
talent is everything

Anti-slavery and Human Trafficking Policy

November 2019

Omni RMS Ltd

Anti-slavery and Human Trafficking Policy

This policy applies to all persons working for Omni or on our behalf in any capacity including employees at all levels, directors and suppliers.

Modern slavery is a serious crime in which people are exploited for criminal gain. Modern slavery comprises of slavery, servitude, forced and compulsory labour and human trafficking. Human trafficking involves recruitment, harbouring or transporting people into exploitation and forcing them to work against their will.

Omni complies with all applicable anti-slavery and human trafficking laws, statutes, regulations and codes from time to time in force including the Modern Slavery Act 2015.

Omni prohibits the use of modern slavery and human trafficking in its operations and supply chains and is committed to implementing systems and controls to ensure that slavery and human trafficking is not taking place within its organisation or its supply chains.

Omni is committed to ensuring that its staff and any workers it supplies either directly or indirectly are not subject to behaviour or threats that may amount to modern slavery, human trafficking, forced labour and similar human rights abuses.

Omni provides appropriate training and awareness information for all its staff. In particular all 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.

Compliance with this policy is mandatory and any staff, workers or other parties should report any concerns or suspicions that they might have to Omni's Director of Resourcing.

Reports surrounding these issues are taken extremely seriously by Omni's Board of Directors and Senior Leadership Team who are committed to ensuring that all investigations shall be prompt and effective. If investigations reveal any issues, Omni is committed to taking appropriate action including but not limited to:

- Working with the appropriate organisations to improve standards
- Removing that organisation from Omni's preferred supplier list
- Passing details to appropriate law enforcement bodies

Omni regularly monitors its risks in this area through the use of relevant key performance indicators including:

- The percentage of suppliers who sign up to an appropriate code / provide their own modern slavery policies or statements.
- The amount of time spent on audits, re-audits, spot checks and related due diligence and

The level of modern slavery training and awareness amongst Omni staff.

This policy is reviewed annually and written in conjunction with the following additional policies:

Corporate social responsibility policy
Anti-Bribery Policy
Whistleblowing Policy

This policy was adopted in November 2019 after being agreed by Omni's Board of Directors and Senior Leadership Team.

Signed:

A handwritten signature in black ink, consisting of a stylized 'M' and 'G' followed by a horizontal line and a small flourish.

Date: 5th December 2019

Managing Director



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