

2023 Modern Slavery, Anti-Slavery and Human Trafficking Annual Statement for The Financial Year 2022–2023

Introduction

This statement is made pursuant to section S4(1) of The Modern Slavery Act 2015 and constitutes Morson Group slavery and human trafficking statement for the financial year ending March 2022.

Modern Slavery is a term used to encapsulate two offences in the Modern Slavery Act 2015;

- Slavery, servitude and forced or compulsory labour
- Human trafficking

We have a responsibility to ensure that workers are not being exploited, that they are safe and that relevant employment, health and safety, human rights laws and international standards are adhered to, including freedom of movement and communications. We are committed to improving our practices to combat slavery and human trafficking.

The nature of our business

The Morson Group Companies in the UK comprise of holding businesses, technical recruitment businesses, engineering and design businesses; architectural and design services, I.T. services and recruitment agencies providing recruitment services to clients across a number of sectors.

Morson Group UK companies comprise of;

- GGM Holdings Ltd
- GGM Human Resources Ltd
- MMGG Acquisitions Ltd
- Morson Group Ltd
- Morson Holdings Ltd
- Morson Human Resources Ltd
- Morson Projects Ltd
- Vital Human Resources Ltd
- The Bridge (IT Recruitment) Ltd
- Anderselite Ltd
- Anderselite Holdings Ltd
- Waldeck Associates Ltd

- Waldeck Holdings Ltd
- Morson Cyber Security Ltd
- Beacon Computer Services Ltd
- Caneline Ltd
- Cornwallis Elt Ltd

Our Policies

Within the Morson Group of companies in the UK we have the following policies relating to Slavery and Human Trafficking;

- Anti-Slavery Policy
- Health and Safety Policy,
- Sustainability Policy
- Quality Policy.
- Anti-Corruption and Bribery Policy
- Safeguarding Policy

Within our Quality Management System certified to ISO9001 we have a Product and Service Provision encompassing Procurement.

Our supply chain

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Anti-Slavery Policy 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 in our supply chains.

Morson procures products and services in order to sustainably develop its business. The key areas of procurement are;

- I.T. hardware, software and telecommunications
- Vehicles
- Medical and medical testing services
- Stationary
- Office furniture
- Personal Protective Equipment and workwear
- Training services
- Travel services

Identification of potential risk of slavery and human trafficking areas in the business

Morson has identified the following business areas as the most significant potential risk;

- The provision of Agency labour
- The supply chain

The provision of agency labour

1. The potential risk

Enslaved or human trafficked individuals are placed in work as agency labour with client

2. Risk control

Morson undertakes rigorous checks on each individual including; eligibility to work, references, qualifications, Proof of NI (UK), and bank details to ensure each person is acting in their own right.

The supply chain

1 The potential risk

The use of suppliers that contravene the Modern Slavery Act 2015

2 Risk control

All suppliers are required to complete and return a supplier appraisal questionnaire and to commit to their adherence to the Modern Slavery Act 2015.

Due diligence process for slavery and human trafficking

As part of our initiative to identify and mitigate risk;

- We conduct internal audits on our recruitment process to ensure that only eligible workers are engaged for agency work
- We review our supplier appraisal questionnaires as required by our Procurement Process in our Quality Management System.
- Our point of contact with national or international supply chains is often with a UK company. We expect these entities to have suitable anti-slavery and human trafficking policies and processes. It is not practical for us to have a direct relationship and influence with all levels in the supply chain.

- Regularly updated Supplier Appraisal Questionnaire.
- Dedicated Eligibility to Work team as part of the assurance Process.

Our effectiveness in combating Modern slavery and human trafficking

We measure the effectiveness of our risk control measures and due diligence to ensure that slavery and human trafficking is not taking place in our business or supply chains. The Key Performance Indicators (KPIs) are;

- 100% pass rate in the internal audits of the recruitment and induction procedures
- 100% confirmation of suppliers of adherence to the Modern Slavery Act 2015
- No evidence during the year of Modern slavery activity amongst the agency labour supplied
- No evidence during the year of Modern Slavery activity amongst our supply chain

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our business and our supply chains we will provide relevant information to all staff via our HR induction, on-going training and our company intranet.

A handwritten signature in black ink, appearing to read 'Ged Mason', written over a light grey rectangular background.

Ged Mason, Morson Group CEO

A handwritten signature in black ink, appearing to read 'Gareth Morris', written over a light grey rectangular background.

Gareth Morris, Morson Group HSQE Director