

## Statement on Modern Slavery and Human Trafficking

### Introduction

SmartPay Limited provides a professional umbrella solution to individuals who work on temporary assignments for third parties and has an annual turnover in excess of £85 million.

While no sector or industry can be considered immune to the possibility of modern slavery, we have a zero tolerance approach within our operations and supply chains.

This statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015 and constitutes SmartPay Limited's slavery and human trafficking statement for the year ending 30 November 2016.

### Our business and supply chains

Our supply chain includes the agencies that our employees seek work through and the end clients to whom the services are provided. We expect and require our suppliers to comply with the provisions of the Modern Slavery Act 2015.

### Our policies

In order to combat modern slavery and human trafficking we undertake robust due diligence procedures which include a review of the suppliers that we work with and checking the identity of our employees and their right to work.

We will not willingly support or work with any business knowingly involved in modern slavery or human trafficking.

### Training

To ensure a high level of understanding of the risks of slavery and human trafficking in our business, we provide training to all our staff.

### Whistleblowing policy

Our employees know that they can voice any concerns confidentially with their line manager or HR.

This statement has been approved by the Board of SmartPay Limited.

  
Rebecca Ward, Director