

MODERN SLAVERY ACT 2015 – STATEMENT

The Modern Slavery Act 2015* (MSA) places an obligation on UK businesses with a turnover greater than £36 million to produce a modern slavery statement. This statement therefore explains the steps we have taken during the financial year to ensure that slavery and human trafficking is not taking place in any of our supply chains or any part of our business.

The Platinum Group is an ethical employer and is committed to making steps to abolish slavery and human trafficking wherever it may exist, and are committed to making continual progress in this regard.

In terms of our business, the Platinum Group is committed to providing its employees with a rewarding, positive, open and fair working environment which is compliant with current legislation. It is focused around equal opportunities, with team members being recruited for their aptitude, skills, experience and ability. They have equal opportunities in their employment. Discrimination on grounds of race, gender, age, disability, marital status/civil partnership, sexual orientation, religious belief or any other unlawful reason is not permitted.

In the Platinum Group, we have extensive human resources based policies in place, which are available to all staff. These policies are reviewed regularly to ensure we remain compliant with current legislation. We offer training and development programs for all staff from the ground floor through to management. In terms of MSA specifically, we are developing a process whereby our management teams are made aware of the topic of modern slavery, and channels through which concerns can be raised and subsequently addressed if deemed necessary by Directors, Human Resources and senior Management.

In terms of our suppliers, which are diverse, we do what is realistically possible for a company of our size in our supplier sourcing and procurement process. We look to work with businesses that display a quality and ethical aspect to the goods and services they provide. Though we take this general view, it is ultimately our suppliers' duty to ensure compliance with legislation, human rights and ethical codes of conduct. In addition we use our reasonable endeavours to conduct risk assessments of the third parties we work with and investigate, where feasible, the working conditions of their employees.

The Platinum Group is thus committed to the abolishing modern slavery, human trafficking or similar activities that has any connection to our business and beyond.

**The Modern Slavery Act 2015 (MSA 2015) focuses specifically on the issue of modern slavery to ensure offenders are suitably reprimanded with severe sentences. Modern slavery encompasses the offences of: 'slavery' where ownership is exercised over a person; 'servitude' which involves the obligation to provide service imposed by coercion; 'forced or compulsory labour' involves work or service exacted from any person under the menace of a penalty and for which the person has not offered themselves voluntarily; and 'human trafficking' concerns arranging or facilitating the travel of another with a view to exploiting them.*