



October 2017

Modern Slavery Policy Statement

OCS Group Limited (OCS) is committed to operating its business ethically and with integrity throughout the organisation. Likewise, it is committed to preventing acts of modern slavery and human trafficking from occurring within both its business and its supply chain within the UK and overseas.

Our structure, business and supply chains

We are an international supplier of essential services to facilities and premises owned by our clients. From humble beginnings as a small family business over 100 years ago, we've scaled our specialisms and expertise to offer a range of high quality, sustainable and internationally accredited services. We work at the heart of our clients' businesses, and our sector expertise means we can design sustainable service solutions that align with their business strategies. OCS operate across a full range of sectors, from aviation to healthcare, manufacturing to professional services, education to retail. OCS enter into both long and short-term contracts with its customers. OCS UK offer total facility management solutions delivering the full range of services. OCS UK also offers bundled and single services whether it is security, catering, cleaning or washroom services to name a few. OCS employs over 87,000 people worldwide.

In order to perform its customer contracts, OCS UK procures goods and services from its suppliers. Most purchasers are sourced from a core group of, long-term suppliers. OCS takes steps to ensure that all suppliers agree to comply with its policies which aim to eliminate modern slavery and human trafficking from the supply chain.

Our policies on slavery and human trafficking & supplier due diligence processes

As part of our commitment to operating ethically and in a manner which complies with relevant laws, we have in place a number of policies within OCS UK, including in relation to the following: Anti Bribery, Casual Workers, Equal Opportunities, Ethical Trading, Recruitment, Right to Work, Vetting, Whistle blowing and Working Time Regulations. In particular, our Supplier Code of Conduct within OCS UK requires suppliers not to use any form of forced, bonded or involuntary labour, and to ensure that workers are not treated in a harsh or inhumane way. We also take steps to ensure that our suppliers are aware of our policies and we expect them to adhere to the same high standards. We also have similar policies and processes in place in other jurisdictions we operate within to ensure all our business operate in an ethical manner and comply with applicable law.

Areas of potential slavery and human trafficking risk

OCS is aware that heightened modern slavery and human trafficking risk exists in relation to certain territories, and in relation to the production of certain goods and supplies. The standards outlined by OCS are being implemented across all of its purchasing activity.

In order to provide outsource services to its customers, OCS engages with providers of temporary staff on an agency basis. OCS is continually enhancing its policies and procedures to ensure that it only works with agencies who operate to the ethical standards that OCS expects.



Effectiveness of measures taken

We have recruited a Procurement Director who is now conducting a thorough review of our procurement strategy. This review will consider how we can work closer with our supply chain to ensure that appropriate steps are taken to prevent acts of modern slavery and human trafficking.

We are working with our global teams to ensure that our recruitment practices and agency agreements are fully compliant. We are also introducing worker accommodation audits as part of our Health and Safety management system in areas where the company provides such facilities.

Staff training

We recognise the importance of actively engaging with our staff on many important matters including our policies that relate to modern slavery and human trafficking. Our intranet offers a fast and secure communications platform allowing for increased awareness, identification and reporting of any potential breaches of our policies. We are also introducing “e-learning” which provides training to our employees on a wide variety of subjects including modern slavery.

This statement is made in accordance with Section 54(1) of the Modern Slavery Act 2015 covering the financial year ending 31st March 2017.

A handwritten signature in blue ink, appearing to read 'P. Slator', is positioned above the signature text.

Signature: Peter Slator, CEO, OCS Group Limited

Date: October 2017