

Modern Slavery Act Compliance Statement

Introduction

NSL Services Group as a market leader of business outsource provision and critically as a champion of people, wholly welcomes and fully embraces the Modern Slavery Act 2015 and the improvements it will offer to the UK and ultimately the positive global change.

We want to assure our clients in both Local and Central Government; the private sector the general public and our supply partners of our clear commitment to address and help eradicate modern slavery and human trafficking.

The Executive Board of Directors and the Senior Management Team [SMT] strongly believe that the Modern Slavery Bill presents the UK with the prospect to be a global leader in the struggle to end abuse and exploitation of workers in supply chains. We consider this could give the market sectors we operate in a stronger platform to promote ethical trade and prevent slavery in supply chains, within the UK and globally, leading by example to influence further improvements and change in other markets as a gold standard example.

Maintaining That Gold Standard

NSL has long since stated it's condemnation of poor working conditions and the unethical and often illegal supply of dwindling natural resources as often these two process come hand in hand. NSL will continue to refuse to trade with or accept as part of its supply chain these practices that contradict its long standing Corporate Social Responsibility statement.

NSL is a harmonious people environment and we have shown our commitment to our people by our continued Investors in People Gold standard, ISO14001 and ISO9001 certifications.

Methodology

The Executive and the SMT will ensure that:

- ▶ All managers and colleagues are aware of this process and commitment
- ▶ Support the NSL whistle blowing and open door approach if anyone has a concern about something within NSL's supply chain
- ▶ Going forward all NSL competitive tenders will require all interested parties to provide their modern slavery and human trafficking statements regardless of business size or turnover
- ▶ All NSL competitive tenders will have an automatic right of audit to check compliance to the Act
- ▶ Provide training to NSL colleagues on this commitment
- ▶ Ensure complete transparency within its supplier approval process
- ▶ NSL's Risk Management department have been appointed to ensure compliance, transparency and intervention when required
- ▶ The Risk Management function will ensure this policy and commitment is reviewed annually or post significant event and that it remains published and available.

NSL's View on Ethical Trading

- ▶ Improved transparency in identifying and reporting slavery in global supply chains will drive change. All companies, regardless of size or turnover must be required to demonstrate due diligence in their supply chains.
- ▶ Access to redress and compensation for workers that are victims of trafficking and slavery must be sufficiently resourced
- ▶ Comprehensive prevention and protection strategies need to be in place to tackle modern slavery in the long-term
- ▶ We do not consider that voluntary initiatives alone will be enough to ensure that all companies take the necessary steps to eradicate slavery from their supply chains

Adam Palser
Chief Executive Officer

01st February, 2016