

Modern Slavery Policy

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Policy Contact	Matthew Betteridge
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Approved by	OneCall24 Policy Team

Commitment to Eliminate Modern Slavery

One Call 24 is committed to eliminating modern slavery, human trafficking, forced labour, and similar human rights abuses. One Call 24 is committed to ensuring that its staff and any workers it supplies (directly or indirectly) are not subject to behaviour or threats that may amount to modern slavery, human trafficking, forced labour, and similar human rights abuses.

Training and awareness

One Call 24 provides appropriate training and awareness information for all of its staff. In particular:

- **Leadership Training:** Our leadership team receives detailed training on identifying and resolving concerns around modern slavery and human trafficking.
- **HR and Procurement Training:** Our recruiters, HR personnel, and procurement staff undertake training courses that include guidance on modern slavery and human trafficking, as well as other human rights issues.
- **Staff Awareness:** All staff receive awareness-raising information about modern slavery and human trafficking to report any concerns to management.

Reporting and Investigation

- **Reporting:** Any staff, workers or other parties are strongly encouraged to report any concerns or suspicions that they might have to Matthew Betteridge, CEO.
- **Investigation:** Reports surrounding these issues are taken extremely seriously by our board of directors, who are committed to ensuring that all investigations shall be prompt and effective. If our investigations reveal any issues, we are committed to taking appropriate action. Actions may include working with appropriate organizations, removing non-compliant suppliers from our preferred list, and reporting to law enforcement bodies.

Annual Modern Slavery Statement

We regularly monitor our risks in this area using relevant key performance indicators, including:

- The percentage of suppliers who sign up to an appropriate code / provide their own modern slavery statements,
- The percentage of candidates supplied from audited businesses / our preferred supplier list,
- The effectiveness of enforcement against suppliers who breach policies,
- The amount of time spent on audits, re-audits, spot checks, and related due diligence, and
- The level of modern slavery training and awareness amongst our staff.

Compliance with Recent Legislative Updates

In response to recent legislative developments, our policy now includes:

- **New Criminal Offences:** Compliance with new offences for supplying false modern slavery statements and using suppliers who fail to meet minimum transparency standards after a formal warning ([Reed Smith LLP](#)) ([Bills Parliament](#)).
- **Enhanced Transparency:** Adherence to stricter transparency standards for supply chains and enforcement measures ([Reed Smith LLP](#)).
- **Mandatory Public Registry:** Publication of our modern slavery statement on a public registry and inclusion of mandated contents as per the proposed amendments ([Harper James](#)).

Related Policies

We would also recommend reading this in conjunction with our other policies, including our:

- Corporate social responsibility policy,
- Anti-bribery / corruption policy, and
- Whistle-blowing policy.

Review

This policy statement will be reviewed annually as part of our commitment to upholding professional standards. It may be altered from time to time in the light of legislative changes, operational procedures or other prevailing circumstances.