

**Modern Slavery Policy**

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<b>Version</b>	5
<b>Policy Contact</b>	Matthew Betteridge
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<b>Next Review Date</b>	06 <sup>th</sup> May 2026
<b>Approved by</b>	OneCall24 Policy Team

**Commitment to Eliminate Modern Slavery**

One Call 24 Limited (OneCall24) is committed to eliminating modern slavery, human trafficking, forced labour, and similar human rights abuses. OneCall24 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**

OneCall24 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.