

MODERN DAY SLAVERY STATEMENT

Introduction: Drivers Plus are aware of our obligations to the working population at large to ensure that any form of slavery is eradicated and removed from any wider supply chain. Everyone within our organisation and our trading partners has a responsibility to ensure that human rights are protected to ensure that any abuse in the form of slavery is acted upon and reported accordingly.

Organisational structure: Nexus Workforce Limited, trading as Nexus People, has its head office in Brighouse, Yorkshire. We are a supplier of flexible labour resources within Great Britain and have sites across the UK.

The business: Is concerned with the supply of HGV Drivers both Temporary & Permanent

Supply chains: Our supply chains consist of the EU labour market within the UK.

Slavery and human trafficking policies: As an organisation we are committed to ensuring that no modern slavery or human trafficking exists in our supply chains or in any part of our business. We have in place an anti-slavery policy which reflects our commitment to transparency in all our business relationships, and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place in our supply chains.

Due diligence processes for slavery and human trafficking: In putting the above principles into practice and assessing and minimising risk, we have implemented the following initiatives:

- To carry out audits of any supplier of labour outside the UK.
- Rely upon long standing relationships with suppliers and customers.
- With national or international supply chains we expect these organisations to have equivalent anti-slavery and human tracking policies and processes.
- To encourage other entities in a chain to adopt due diligence to that of the chain and their partners.
- Have in place systems to encourage reporting of any concerns and protection of whistleblowers.
- Conduct regular weekly audits on workers data establishing multiple occupancy, multiple Next of Kin contacts and multiple telephone numbers
- Where we feel we have a worker at high risk of modern slavery, we conduct a modern slavery assessment, which is stored within their HR records
- We do not allow any workers to be paid into a bank account that is not their own, this is a company rule and the payroll & compliance department simultaneously check proof of bank account for each and every worker

Supplier adherence: Nexus People encourages all of our supply chain and contractors to comply with our values and the Board of Directors undertakes periodical review.

Training: To ensure a good understanding of the causes of modern slavery and human trafficking in our supply chains and our business, we have provided training

to relevant members of staff. All Management have been briefed on the subject and promote the values.

Effectiveness in addressing slavery and human trafficking: we will implement the following measures in dealing with this;

- On-Going regular audits by management & Compliance
- Re training of staff when as defined by audit findings
- Clear monitoring of workers conditions and control

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our company's slavery and human trafficking statement for the current financial year.

Richard Oldfield