

Modern Slavery and Human Trafficking Statement

Introduction

This statement sets out Sprite's actions to understand all potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its own business and its supply chains.

This statement relates to actions and activities during the financial year 1 April 2017 to 31 March 2018.

Sprite operates in multiple industries, including but not limited to:

- Construction
- Rail
- Healthcare
- Haulage and Logistics

The organisation recognises that it has a responsibility to take a robust approach to slavery and human trafficking; it is absolutely committed to preventing slavery and human trafficking in its corporate activities, and to ensuring that its supply chains are free from slavery and human trafficking.

Organisational Structure

Sprite employs and contracts out specialist workers in the UK for use by third parties. We provide services, skills and expertise across the industries listed above. Sprite has an annual turnover in excess of £100 million.

Our Supply Chain

Our supply chain includes the sourcing & provision of labour for temporary assignments to the recruitment industry for use on projects and assignments.

Our Policies on Slavery and Human Trafficking

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Anti-Slavery policy reflects Sprite's commitment to always act ethically and with integrity throughout our business relationships.

We have developed robust systems and procedures to test for the presence of Slavery and/or Human Trafficking whilst providing clear guidance to all of our teams on how to alert management to any suspected incidents.

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Due Diligence for Slavery and Human Trafficking

As part of our policy and procedures to identify any risk, Sprite ensures that;

- We ensure that all the operatives we engage have a right to work in the UK and can provide the appropriate documents. We ensure that all operatives understand the rights and responsibilities that working in the UK gives.
- Where possible, we speak with our agency clients to ensure that the worker is provided with adequate support throughout their assignment.
- We aim to always build long standing relationships with suppliers and clients and always make clear our expectations regarding the business behaviour.
- We will also aim to work with suppliers that are members of their appropriate trade association.
- As part of our Whistleblowing Policy and Complaints Policy, Sprite encourages all its workers, customers and other business partners to report any concerns related to the direct activities, or the supply chains of the organisation.
- With regards to national or international supply chains, our point of contact is preferably with a UK company or branch and we expect these entities to have suitable anti-slavery and human trafficking policies and processes.

Supplier Adherence

We have a zero tolerance to slavery and human trafficking. We expect all those in our supply chain and any contractors to comply with the values set out in this document.

Training

To guarantee a high level of understanding and engagement with this policy and the risks associated with modern slavery and human trafficking in our supply chain we provide training to relevant members of staff. All Directors have been briefed on this subject.

GLAA

Additionally, Sprite is approved by the Gangmasters and Labour Abuse Authority (GLAA) and complies with all its licensing standards in relation to the treatment and supply of human labour throughout the GLAA sectors; we adopt the same standards throughout our non GLAA regulated sectors.

Declaration

This statement has been approved by Sprite's Board of Directors, who will review and update it annually.

If you would like further information about this statement, please contact Sprite on 01252 705288.

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