

Modern Slavery Policy

1. Intersect Global Ltd is committed to eliminating modern slavery, human trafficking, forced labour, and similar human rights abuses.
2. Intersect Global Ltd 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.
3. Intersect Global Ltd provides appropriate training and awareness information for all of its staff.
In particular:
 - Our leadership team and our senior supply chain managers receive detailed training in identifying and resolving concerns around modern slavery and human trafficking.
 - Our [recruiters, HR personnel, and staff involved in our procurement and supply chains] undertake training courses that include guidance around modern slavery and human trafficking, as well as other wider human rights issues.
 - All of our staff receive awareness-raising information around issues involving modern slavery and human trafficking, so that they can bring any concerns they have to the attention of management.
4. Any staff, workers or other parties are strongly encouraged to report any concerns or suspicions that they might have to an appropriate contact.
5. Senior leadership team who are committed to ensuring that all investigations shall be prompt and effective takes reports surrounding these issues extremely seriously. If our investigations reveal any issues, we are committed to taking appropriate action, including but not limited to:
 - Working with the appropriate organisations to improve standards,
 - Removing that organisation from our preferred supplier list,
 - Passing details to appropriate law enforcement bodies.
6. We regularly monitor our risks in this area through the use of 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 workers and candidates supplied from audited businesses / our preferred supplier list,
 - The effectiveness of enforcement against suppliers who breach policies,

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- 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.
7. As part of our efforts in this area, we publish a modern slavery statement on an annual basis.

This policy was adopted on 5th March 2018 after being agreed by our senior leadership team. It is reviewed annually.

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Modern Slavery Statement

This statement is made as part of Intersect Global Ltd commitment to eliminating the exploitation of people under the Modern Slavery Act 2015 (the Act). It summarises how Intersect Global Ltd operates, the policies and processes in place to minimise the possibility of any problems, any risks we have identified and how we monitor them, and how we train our staff.

This statement is published in accordance with section 54 of the Act, and relates to the financial year 1st April 2018 to 1st April 2019 It was approved by the company director on 1st April 2018

1 Our Business

Intersect Global is a limited company operating in the recruitment sector. We provide introduction services / supply temporary workers] in the civil engineering and construction sectors.

Intersect Global is an independent business.

1.1 Who we work with

All of the hirers that we work with, and all of the work-seekers we provide, are known to and identified by our staff. All of the temporary workers we supply are identified by our staff. Some of these work-seekers operate through their own limited companies.

The hiring companies that we work with are located in United Kingdom & Europe The workers we supply live in the United Kingdom and Europe.

As part of our business, we also work with the following organisations: the Recruitment and Employment Confederation (www.rec.uk.com)

Our Policies

1.2 Policy development and review

Intersect Global Ltd policies are established by our senior leadership team based on advice from HR professionals, industry best practice and legal advice, and in consultation with the REC. We review our policies annually or as needed to adapt to changes.

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2 Our Processes for Managing Risk

In order to assess the risk of modern slavery, we use the following processes with our suppliers:

- When engaging with suppliers, we ask for evidence of their processes and policies, including commitments around modern slavery, human trafficking, forced labour, human rights, and whistle-blowing.

After due consideration, we have not identified any significant risks of modern slavery, forced labour, or human trafficking in our supply chain. However, we continue to be alert to the potential for problems.

Additionally, we have taken the following steps to minimise the possibility of any problems:

- We reserve the right to conduct spot-checks of the businesses who supply us, in order to investigate any complaints.
- We collaborate with our suppliers in order to improve standards and transparency across our supply chain.
- Only senior members of staff who have undergone appropriate training for assessing modern slavery risks in the supply chain are authorised to sign contracts and establish commercial relationships in any area where we have identified the potential for risk.
- We ensure that all of our suppliers are members of appropriate industry bodies and working groups.

Our staff are encouraged to bring any concerns they have to the attention of management.

3 Our Performance

As part of monitoring the performance of Intersect Global Ltd we track the following general key performance indicators

Based on the potential risks we have identified, we have also established the following key performance indicators, which are regularly assessed by our senior leadership team .

- the percentage of suppliers who sign up to an appropriate code / provide their own modern slavery statements
- the effectiveness of enforcement against suppliers who breach policies
- the level of modern slavery training and awareness amongst our staff

We benchmark our indicators against industry best-practice to carefully consider our indicators, in order to ensure that we do not put undue pressure on our suppliers that might increase the potential for risk.

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4 Our Training

All of our staff receive training and support that is appropriate to their role. In particular:

[Choose one or more of the following options, as appropriate to your business:]

- Our leadership team and receive detailed training in identifying and resolving concerns around modern slavery and human trafficking.
- Our [recruiters, HR personnel, and/or staff involved in our procurement and supply chains] undertake training courses that include guidance around modern slavery and human trafficking, as well as other wider human rights issues.
- All of our staff receive awareness-raising information around issues involving modern slavery and human trafficking, so that they can bring any concerns they have to the attention of management.

As part of this, our staff are encouraged to discuss any concerns that they have

Training is refreshed annually.

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