

HELP FREE THE UK FROM
**MODERN
SLAVERY**



exchequer
solutions

Modern Slavery Statement (MSS)

January 2023 to December 2023

This statement is made pursuant to s.54 of the Modern Slavery Act 2015 and sets out the steps that Exchequer Solutions Ltd has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within their business.



Introduction from **Mike Lowndes** Managing Director

I am proud of the steps we have taken to combat slavery and human trafficking at Exchequer Solutions. Modern slavery encompasses slavery, servitude, human trafficking and forced labour and poses a real threat not only to businesses but also to our global society.

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Exchequer Solutions has a zero-tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity in all our business dealings and relationships as well as implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business.

We are also committed to ensuring there is transparency in our approach to tackling modern slavery when we interact or engage with clients by utilising our knowledge of the signs and behaviours of modern slavery. We also expect the same high standards from all our customers, contractors, clients or any other business partners.

We all have a responsibility to be alert to the risks, however small, not only within our own business but also in dealings with our business partners and their supply chains. Here at Exchequer Solutions we have encouraged an environment where employees feel comfortable and competent to report any modern slavery concerns to management and we have educated management to deal effectively with any such reports.

We have an annual turnover in excess of £105 million and have complied with the requirements of section 54 of The Modern Slavery Act 2015 by producing and publishing our slavery and human trafficking statement.

Signature



Mike Lowndes

Our business

Exchequer Solutions are a commercial contractor providing services to Employment agencies within the Construction, Engineering, Education, IT, Driving and other business sectors. We engage individuals, primarily in the construction industry, on either a self-employed or employed basis, and supply their services to our clients. We engage operatives directly so there is never a supply chain below us.

All our workforce is engaged on employment contracts or engaged as self-employed subcontractors if they operate in the Construction Industry.

All operatives have access to an account manager, together with our experienced customer services department and are guaranteed to be paid accurately and on time each week for the work they have completed.

The vast majority of our Employment agency clients have worked with Exchequer Solutions for over five years, and we only work with clients who share our values.

Our offices are based in Chester city centre where we service approximately 70 clients per week. We have no overseas clients and all of our business takes place within the United Kingdom.

Compliance with all United Kingdom legislation together with highest of customer service standards, are at the forefront of everything we do.

Our ethos towards modern slavery

The ethos of our business is to ensure that we operate ethically and transparently with our clients and operatives.

Our staff have been trained to identify those areas which may raise concerns regarding modern slavery, and when recruiting or interviewing individuals they follow a questioning process which aims to reduce that risk.

We are committed to reducing the risk of employing operatives who are subject to modern slavery or human trafficking and engage in a rigorous selection and interview process to assist in this aim.

The knowledge and awareness of our management and staff, following the modern slavery training they have received, reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere within our business.

We are in the process of publishing our Exchequer Solutions 'statement of beliefs and values' within which our commitment to combatting modern slavery will be included.

Our due diligence processes

Our management have received in depth training in relation to all aspects of modern slavery and human trafficking and have cascaded the knowledge they gleaned to their respective teams.

This has allowed all of our staff to fully understand our organisations stance on modern slavery and has provided a process for any such instances to be reported and addressed accordingly. Our staff have been trained to interview clients in a sympathetic and empathic manner whilst also being cognisant of potential risks such as shared bank accounts or multiple occupancies at addresses.

This awareness, coupled with our other robust recruitment procedures, ensures that all of our operatives are assessed thoroughly for their eligibility to work within the UK and reduces the risk of employing individuals who are being forced to work against their will.

All of the staff employed at Exchequer Solutions are aware of our 'whistleblowing' policy and of their right to raise any concerns they have about the way that they or their colleagues are being treated.

In addition to this, we have a link on our website which provides clients with information regarding the threat posed by modern slavery as well as the latest facts and figures. We also display posters within our offices which provide visitors and staff with modern slavery information.

A copy of the posters that we display are shown overleaf:

Spot the signs of Modern Slavery.

-  Isolated.
-  Unexplained injuries.
-  Abuses substances.
-  Difficulty speaking.
-  Working long hours.
-  Doesn't own any belongings.
-  Doesn't know their own address.
-  overcrowded accommodation.
-  Underage pregnancies.
-  No ID.

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01925 377 878
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Spot the signs of Modern Slavery.

-  Nervous/paranoid
-  Avoids eye contact.
-  Appears withdrawn.
-  Appears malnourished.
-  Doesn't travel alone
-  Rarely interacts with others.
-  Living and working at the same place.
-  No control over own money
-  Not allowed or able to speak for themselves
-  Wears the same clothes day in day out

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Spot the signs of #ModernSlavery

- 1. PHYSICAL APPEARANCE**
Victims may show signs of physical or psychological abuse, look malnourished or unkempt, or appear withdrawn
- 2. ISOLATION**
Victims may rarely be allowed to travel on their own, seem under the control, influence of others, rarely interact or appear unfamiliar with their neighbourhood or where they work
- 3. POOR LIVING CONDITIONS**
Victims may be living in dirty, cramped or overcrowded accommodation, and / or living and working at the same address
- 4. FEW OR NO PERSONAL EFFECTS**
Victims may have no identification documents, have few personal possessions and always wear the same clothes day in day out. What clothes they do wear may not be suitable for their work
- 5. RESTRICTED FREEDOM OF MOVEMENT**
Victims have little opportunity to move freely and may have had their travel documents retained, e.g. passports
- 6. UNUSUAL TRAVEL TIMES**
They may be dropped off / collected for work on a regular basis either very early or late at night
- 7. RELUCTANT TO SEEK HELP**
Victims may avoid eye contact, appear frightened or hesitant to talk to strangers and fear law enforcers for many reasons, such as not knowing who to trust or where to get help, fear of deportation, fear of violence to them or their family

 Modern Slavery Helpline
0800 0121 700*
24/7

Phone the Police
999 for emergencies

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MODERN SLAVERY

Our risk assessment and performance indicators

We operate a number of internal risk assessment procedures to ensure that we are conducting our business in an ethical and transparent manner.

These include asking our staff to report to management any concerns they have regarding prospective clients being subjected to modern slavery. We are in the process of collating the total number of contacts with clients and will be able to produce this data in future modern slavery statements.

We will also know the effectiveness of the steps that we are taking to ensure that slavery and human trafficking is not taking place if we do not receive any reports from clients, operatives, the public, or law enforcement agencies to indicate that modern slavery practices have been identified within our business areas.

To date, management have not been made aware of any suspicions raised from any source.

Our training

Shortly after the introduction of the modern slavery legislation, Exchequer Solutions commissioned a CPD accredited trainer to deliver an awareness course to management and staff on modern slavery and human trafficking.

This training, delivered by PEEL Solutions, formed the foundation of our approach to combatting modern slavery and provided staff with the knowledge and awareness they required to identify potential situations.

Each attendee within our organisation received a formal CPD certification. Senior management here at Exchequer Solutions fully supported and endorsed the training received and recommended the content to other similar organisations.

We are aware that, due to staff turnover, we are now in a position to consider additional modern slavery training and this will be organised to ensure all new staff and management have received the relevant information.

Approval for this statement

This statement was approved by the Board of Directors on 11th January 2022

Name:
Mike Lowndes

Signature:



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