

## MODERN SLAVERY AND HUMAN TRAFFICKING POLICY

Last Updated (May 2026) – Ref PPSG-Slavery Pol - 0526

The prevention of modern slavery and human trafficking is taken seriously by **The Pro Performance Services Group T/A Complete Structures (PPSG)**. PPSG recognises that modern slavery is a serious crime and a violation of fundamental human rights and is committed to acting ethically and with integrity in all its business dealings and relationships.

This policy reflects PPSG's commitment to ensuring that modern slavery, forced labour and human trafficking do not take place in our business or in any part of our supply chains.

This policy applies to current and former employees, workers, volunteers, interns, apprentices, sub-contractors, consultants and any other individuals or organisations acting for, or on behalf of, PPSG. If you fall into one of these categories, then this policy applies to you, and you must always comply with it. You should read this policy alongside your contract of employment (or contract for services) and any other policies or procedures issued by PPSG from time to time.

PPSG will take appropriate steps to identify and minimise the risk of modern slavery and will provide guidance and training where appropriate. Failure to comply with this policy may result in disciplinary action and, in serious cases, dismissal and/or legal action.

---

### 1. Policy Purpose

This policy explains:

- what is meant by modern slavery and human trafficking;
- PPSG's approach to preventing modern slavery;
- the responsibilities of those working for, or on behalf of, PPSG; and
- how to raise concerns relating to modern slavery or human trafficking.

PPSG adopts a zero-tolerance approach to modern slavery in any form.

## 2. Relevant Legislation

PPSG operates in accordance with the **Modern Slavery Act 2015**, which sets out offences relating to slavery, servitude, forced or compulsory labour and human trafficking and includes obligations on certain organisations to report on steps taken to prevent modern slavery in their business and supply chains.

PPSG is committed to complying with the Modern Slavery Act 2015 and all relevant guidance issued by the UK government.

---

## 3. What Is Modern Slavery?

**Modern slavery** is a term used to describe offences involving the exploitation of people for personal or commercial gain. It includes, but is not limited to:

- slavery and servitude;
- forced or compulsory labour;
- human trafficking; and
- exploitation, including child labour.

Modern slavery can affect people in any sector and can occur in the UK or overseas.

---

## 4. Our Commitment

PPSG is committed to:

- acting ethically and transparently in all business relationships;
- implementing and maintaining appropriate policies and procedures to identify and address modern slavery risks;
- working with suppliers and contractors to promote lawful and ethical employment practices; and
- investigating and addressing any concerns relating to modern slavery promptly and appropriately.

---

## 5. Responsibility for the Policy

The responsibility for ensuring compliance with this policy rests with PPSG management. Managers are responsible for ensuring that those reporting to them understand and comply with this policy and that modern slavery risks are considered when engaging third parties.

All individuals working for or on behalf of PPSG share responsibility for preventing modern slavery and must remain alert to potential risks.

---

## 6. Supply Chains and Due Diligence

PPSG expects its suppliers, contractors and business partners to share our commitment to preventing modern slavery. Where appropriate, PPSG will take steps to assess and manage risks within its supply chains, which may include:

- evaluating supplier practices;
- communicating expectations regarding ethical conduct; and
- addressing identified risks in a proportionate manner.

---

## 7. Your Responsibilities

Everyone who works for, or on behalf of, PPSG has a responsibility to:

- understand and comply with this policy;
- remain vigilant to the risk of modern slavery within PPSG and its supply chains;
- report concerns promptly; and
- never knowingly engage in or facilitate modern slavery or human trafficking.

---

## 8. How to Raise a Concern



If you are aware of, or suspect, modern slavery or human trafficking (whether involving PPSG, a supplier or a third party), you must report this immediately to your line manager or the person responsible for compliance within PPSG.

PPSG will take all concerns seriously and investigate them appropriately. No individual will be subjected to adverse treatment for raising a genuine concern in good faith.

---

## 9. Breaches of This Policy

Any breach of this policy may result in disciplinary action, up to and including dismissal for gross misconduct. Breaches may also result in the termination of contracts with third parties and may expose individuals and PPSG to criminal liability under the **Modern Slavery Act 2015**.