

Prevention of Modern Slavery Statement 2018-2019

iForce, as one of the fastest growing modern commerce specialists, supports its clients in their efforts to deliver excellent service to their customers. In doing so, iForce uses a number of suppliers for their business streams, as well as handle products sourced by our clients from the UK and overseas. The company recognises and fully supports the principle that any use of slave labour is criminal and in breach of fundamental human rights.

iForce opposes these repugnant practices and is committed to ensuring transparency within our organisation and our suppliers of goods and services.

Progress to date Commitment in the year 2017-2018

During the year, iForce has:

- a)** continued reviewing the current plan and producing new plans for better practices within our supply chain, focusing at areas of the business that are most at risk of modern slavery i.e. agency supply.
- b)** where practicable, we have engaged agency workers directly or on a fixed term contract, in order to ensure direct control over the terms and conditions under which our workers are engaged and ensure no third parties have any undue influence on our employees.
- c)** reviewed the practices of our recruitment agency partners in order to ensure that they source and recruit labour in a legally compliant manner, and that they do not charge finding fees for placements.
- d)** ensured a process whereby, if any concerns have been raised, we have investigated matters thoroughly and ensured none of our workers are subjected to modern slavery.
- e)** continued to publicise to all our staff the availability of our confidential and independently-operated telephone helpline service to provide means of anonymous reporting of any suspected cases of modern slavery.



Commitment in the year 2018-2019

Eddie Stobart Logistics (the iForce parent company) owns its own agency worker provider – Logistics People. iForce will work closely with the Logistics People senior management team. iForce will benefit from the expert knowledge of Logistics People in the agency market, ensuring we operate professionally and with the highest ethical standards.

In addition, iForce will:

- a)** introduce an online Modern Slavery Awareness training application, which will be compulsory for all relevant hiring managers to take.
- b)** conduct further risk assessments and audits for all third party agency providers who wish to be part of our annual review and tendering process exercise, for the provision of agency labour. A significant part of this process will focus on how our direct suppliers operate their modern slavery policies.
- c)** Further ensure that we use permanent or fixed term placements where possible.
- d)** Engage in discussions with our clients on how to join forces in detecting and preventing modern slavery in our workplaces.
- e)** Raise awareness of our colleague population by introducing the Anti Modern Slavery messages and incorporating the anonymous line number as well as the Gangmaster Licensing Authority contact details into our recruitment documents and the induction process.

A handwritten signature in black ink, appearing to read 'Jm', is located above the name and title of John Boyd.

John Boyd
Human Resources Director