



Modern Slavery Policy

POLICY STATEMENT

This statement is made as part of ASA International Ltd's commitment to eliminating the exploitation of people under the Modern Slavery Act 2015 (the Act). It summarises how ASA International 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.

Our Business

ASA International Ltd is a limited company operating in the recruitment sector. We provide introduction services and supply temporary workers in the Professional Services, Healthcare, Hospitality, Construction and Industrial sectors.

Who we work with

All of the hirers 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 the UK. The temporary workers we supply live in the UK.

Other relationships

As part of our business, we also work with the following organisations:

- Gangmasters Licencing Authority
- Care Inspectorate
- Recruitment and Employment Confederation

Our Policies

ASA International Ltd has a modern slavery policy.

In addition, ASA International Ltd has the following policies which incorporate ethical standards for our staff:

- Equal Opportunities Policy
- Dignity at Work Policy
- Bribery Policy
- Corporate Social Responsibility Policy.

Policy development and review

ASA International Ltd policies are established by our directors based on advice from our HR manager, industry best practice and legal advice. We review our policies annually or as needed to adapt to changes.

Our Processes for Managing Risk

In order to assess the risk of modern slavery, we review the potential for risk at regular intervals, including the possibility of re-auditing a supplier or conducting spot checks.

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:



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- We reserve the right to conduct spot-checks of the businesses who supply us, in order to investigate any complaints.
- We require the businesses we work with to address modern slavery concerns in their policies.
- 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.

Our Performance

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

Our Training

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

POLICY

ASA International Ltd is committed to eliminating modern slavery, human trafficking, forced labour, and similar human rights abuses.

ASA International 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.

ASA International Ltd provides appropriate training and awareness information for all of its staff. In particular 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.

Any staff, workers or other parties are strongly encouraged to report any concerns or suspicions that they might have to any line manager or the HR Manager.

Reports surrounding these issues are taken extremely seriously by Board of Directors, who are committed to ensuring that all investigations shall be prompt and effective. 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.



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We regularly monitor our risks in this area through the use of the following:

- The percentage of suppliers who provide their own modern slavery statements,
- The effectiveness of enforcement against suppliers who breach policies,
- 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.

We would also recommend reading this in conjunction with our other policies, including our:

- Equal Opportunities Policy
- Dignity at Work Policy
- Bribery Policy
- Corporate Social Responsibility Policy.

This statement is made pursuant to Section 54 of the Modern Slavery Act 2015.