



This statement has been published in accordance with the modern slavery act 2015. It sets out the measures taken by RedRock Consulting Ltd during the year ending 31st December 2018 in order to prevent modern slavery and human trafficking in its business and to provide transparency in its supply chains.

## Modern Slavery

Modern slavery is an international crime, affecting an estimated 29.8 million people around the world. It is a growing global issue that transcends age, gender and ethnicities. It includes victims who have been brought from overseas and vulnerable people in the UK, who are forced to illegally work against their will or are subjected to work conditions and remuneration that fall below acceptable standards.

## Our Business

RedRock provides customers with IT, digital and business change recruitment services, professional consulting services and digital software solutions across multiple industry sectors. Our policy is one of zero-tolerance on violations of anti-human trafficking and anti-modern slavery laws. We will not support or conduct business with organisations involved in slavery, human trafficking, forced or child labour. Our values of excellence, agility, respect, and responsibility underpin our culture and how we do business. They are embedded throughout our business and set the parameters for how we expect people to behave with their colleagues, clients and the world at large. We seek to treat everyone fairly and consistently, creating a workplace and business environment that is open, transparent and trusted.

## Our Supply Chain

RedRock operates a responsible procurement policy that is governed by our accredited quality process. This reflects our commitment to our suppliers' ethical supply chain(s) and is reviewed by the leadership team annually and the policy is amended accordingly.

RedRock partners with many suppliers to support its principal of genuine impartiality in the provision of its services. We have mapped this supply chain by the services we engage and the location of the headquarters of each partner. Analysis has shown that our supply chain to be low risk with less than 1% headquartered in regions of the world where labour laws fall below contemporary British standards. Furthermore, our robust recruitment processes are in line with UK employment laws, including: 'right to work' document checks and contracts of employment that where necessary include verification that worker receives market related pay and reward. Consequently, all RedRock employees and sub-contractors have the necessary documentation to legally work in the UK and are remunerated appropriately.

## Our Staff

All staff receive training in our ethics policy as a part of their induction and annual review. This includes highlighting the [www.modernslavery.co.uk](http://www.modernslavery.co.uk) and [www.antislavery.org](http://www.antislavery.org) websites to our staff. We want to help our people to understand more about this issue and there are clear guidelines on how to report any suspicions they may have that human trafficking, forced labour, or debt bondage may exist.

### Our commitment

We understand that modern slavery risk is something we must continue to assess, and we will continue to introduce rigor to our processes as and when required.

This statement was approved by the Board of RedRock Consulting Ltd



Dean F. Harte

Managing Director - December 2018