

Modern Slavery & Human Trafficking Statement

We remain committed to ensuring that our employees are treated fairly. We do not tolerate modern slavery or human trafficking in our organisation or in our supply chain. This statement sets out the steps we have taken to eliminate, where possible, the risk of modern slavery and human trafficking taking place.

Orange Genie Group is the parent company of Orange Genie Cover Ltd (Genie Umbrella, Genie Education) and Orange Genie Freelancer Services (Genie Accountancy). We have employees worldwide and operate on several different continents including Europe and Asia.

We provide services to recruitment businesses and clients and have many partners in this industry. It is paramount that our partners in the supply chain hold a zero-tolerance policy towards slavery and trafficking as well.

Our employees work in many sectors including:

- Education
- IT
- Banking
- Transport
- Aerospace

We have robust processes in place to ensure that none of our employees are being used for slavery and trafficking purposes. Our staff understand the importance of stamping out such abuse and know to report any concerns they may have.

- Our due diligence includes undertaking checks on ID and Right to Work documentation when workers first join us. This ensures that we have the correct information in place to legally allow us to employ our workers.
- We offer a permanent contract of employment to all of our workers which includes the right to earn at least National Minimum Wage for all hours worked.
- We also give further protections such as 'guaranteed hours pay', holiday pay, statutory payments for sickness and maternity, and other benefits.

Due to the nature of our business, we believe we are in a low-risk position and are confident that there is no modern slavery or human trafficking taking place directly within our organisation. Although we are able to employ workers that are low paid and low skilled, we believe that our processes will highlight any cases where our workers may be at risk enabling us to take necessary action.

This statement has been approved by Orange Genie Group's board of directors and is made in pursuant to section 54(1) of the Modern Slavery Act for the financial year ending March 31st 2016 as approved by the Board on 5th July 2016.

Signed on the Board's behalf by:



Graham Fisher