

Modern Slavery & Human Trafficking Statement

Introduction from our Group Chief Executive

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the Group's slavery and human trafficking statement and has been approved by the Board of Orange Genie Group Ltd ("Orange Genie")

Orange Genie do not believe there is any place in today's world for slavery or human trafficking. We all have a responsibility to be alert to the risks, however small, in our business and in the wider supply chain. Staff are expected to report concerns and management are expected to act upon them.

We choose to engage and partner with like-minded organisations because they recognise people should be treated with dignity and respect. We are committed to continually improving our practices to combat slavery and human trafficking and to encourage the same high standards from our supply chain and business partners.

Organisation and Structure

Orange Genie is a UK based provider of outsourced contractor management services to a wide range of clients covering a broad range of industry sectors. Our business is organised into four business streams: Umbrella Employment, Accountancy Support, Financial Services and Training. We operate from our registered offices in Aylesbury, Buckinghamshire.

Our Supply Chains

Orange Genie is committed to acting ethically and with integrity in all our business relationships. We believe our highest areas of potential risk are within our supply chains, and in the provision of contingent labour. We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. We are committed to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

Our Due Diligence Processes for Slavery and Human Trafficking

In order to mitigate our supply chain risk, we require suppliers and business partners to confirm that they (and their supply chain) comply with our Modern Slavery and Human Trafficking Policy as part of their contractual relationship with Orange Genie.

We take a risk-based approach in identifying those supply chains we consider the exposure to be greatest. Our internal systems involve:

- (1) Proactively monitoring our payroll systems to identify where contingent workers may be sharing bank accounts, addresses or telephone numbers as this can be an indication of illegal or unethical behaviour.
- (2) Proactively managing every employee to ensure they are paid, at least, national minimum wage.
- (3) Conducting rigorous pre-employment checks including eligibility to work, references, qualifications and proof of national insurance numbers.
- (4) Undertaking rigorous induction training with all stakeholders to ensure they understand the nature of their relationship with Orange Genie and that they are aware of their rights.

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- (5) Informing all stakeholders of the systems we have in place to encourage the reporting of concerns and the protection of whistle blowers.
- (6) Undertaking random checks within our supply chains, and
- (7) We ensure that we do not hold onto our workers' identity papers or knowingly work with businesses that do.

If a problem is identified we will work together with the supply chain to address any areas of concern, and if necessary will remove them as a supplier or, in the case of a business partner, we will resign from the supply chain.

Adherence to Our Values

We have zero tolerance to slavery and human trafficking. We expect all those in our supply chain and contractors comply with our values.

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to relevant members of staff. All Directors have been briefed on the subject. We ask our business partners to likewise provide training to their staff and suppliers.

This statement applies to Orange Genie Group plc and all its subsidiaries.



Graham Fisher, FCCA
Group Chief Executive
Orange Genie Group