

## Opus People Solutions Group Modern Slavery Statement

### Introduction

This statement outlines Opus People Solutions Group's (Opus) commitment to eliminating modern slavery, human trafficking, forced labour and similar human rights abuse.

The company takes a zero-tolerance approach and is committed to acting ethically and with integrity in all business dealings and relationships to ensure 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 or similar human rights abuse.

Opus is also committed to ensuring there is transparency in its own business and in its approach to tackling modern slavery throughout its supply chains, consistent with its disclosure obligations under the [Modern Slavery Act 2015](#). Opus expects the same high standards from its customers, suppliers and workers and expects that its suppliers and customers will hold their own customers and suppliers to the same high standards.

This policy statement applies to all persons working for us or on our behalf in any capacity.

### Organisational structure & supply chains

Opus People Solutions Group operates in the UK and consists of the following companies:

- Opus People Solutions Limited
- Opus Teach Limited
- Opus LGSS People Solutions Limited
- Opus Resources Limited

Opus is a wholly owned subsidiary company of Suffolk County Council and is managed by our board of directors. (Managing Director, Finance Director, Chairman & two Non-Executive Directors).

We adopt a stringent procurement process which is controlled by our Process & Compliance Manager. Suppliers to Opus are reviewed and audited to ensure they have adequate policies in place to meet with the statutory requirements of the Modern Slavery Act 2015. This in turn confirms to us that the risk of slavery in our supply chain has been mitigated.

## Policies

The following policies set down our approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in our operations:

Whistleblowing policy - Opus encourages all its colleagues, customers, and other business partners to report any concerns related to its direct activities or its supply chains.

Code of Conduct - The Code of Conduct sets down the actions and behaviour expected of employees when representing Opus.

## Due Diligence Processes for Slavery and Human Trafficking

The Company undertakes due diligence when considering taking on new suppliers, the process includes building long-standing relationships with suppliers and making clear our expectations of business partners. We audit our new and current suppliers and evaluate the modern slavery and human trafficking prevention procedures they have in place.

## Performance indicators


As a service provider, Opus' largest resource is people and it performs rigorous employment checks to ensure employees have the right to work in the UK, and previous employment references are collected, along with role specific DBS checks where required. An employee is prevented from commencing employment with the company until such checks have been completed and cleared.

## Responsibility

As Managing Director, I have overall responsibility for this policy and have allocated all necessary resources for its implementation and ongoing compliance.

This policy will be reviewed on an annual basis.

Next review date: 01/04/2021



**Paul Lowes**  
Managing Director

Dated: 01/04/2020