

22nd October 2020

## **Slavery and human trafficking statement**

HireRight Limited is making a voluntary modern slavery and human trafficking statement relating to section 54 of the Modern Slavery Act 2015.

We oppose slavery and human trafficking in all its forms and make this statement to set out the steps we have taken to ensure that there is no slavery or human trafficking in our business or in our supply chains.

### **About us**

HireRight is a limited liability company incorporated under the laws of England & Wales whose core business is providing background screening services to employers globally and has offices in Australia, Canada, Dubai, Estonia, Hong Kong, India, Japan, London (UK), Mexico, Poland, Singapore and the USA.

HireRight has always been, and continues to be, committed to the highest ethical trading principles and this statement sets out the steps HireRight takes to tackle modern slavery and human trafficking in our business and in our supply chains.

Our supply chains are mainly made up of, subcontractors, data providers and vendors as well as suppliers of IT and communications equipment and services; property; office cleaning and other facilities management services; transport such as airlines and couriers; marketing such as merchandise suppliers and conference providers; office equipment and supplies; and professional services such as auditors, legal counsel, banks, insurers and recruitment agencies.

### **Policies**

Our Modern Slavery and Human Trafficking Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains. Employees are notified of the policy and all members of staff are informed that they must report any known or suspected breach of our ethical standards including slavery, human trafficking, forced or child labour, as well as wider human rights-related issues. The Policy ensures that any issues raised are treated in confidence and all staff are guaranteed that no detrimental treatment will ensue for raising issues.

### **Due diligence and risk assessment**

HireRight is committed to identifying and monitoring the risk of slavery and human trafficking in its supply chain. Since 2017 HireRight has had in place a Third Party Vendor/Service Provider Risk Management Policy under which we conduct in depth due diligence including the vetting of suppliers and subcontractors to ensure that they are committed to ethical labour practices. Such due diligence is ongoing throughout the life-cycle of the vendor/third party relationship to ensure compliance with HireRight's zero tolerance position on slavery and human trafficking.

## Training

HireRight's Modern Slavery and Human Trafficking Policy is made available to all members of staff via HireRight's employee portal.

HireRight also requires leadership staff in its EMEA region and select staff involved in recruiting/sourcing and managing a supply chain to complete compulsory annual training on modern slavery as a module within our compliance training programme.

Our modern slavery training covers the following;

- how to assess the risk of slavery and human trafficking in relation to various aspects of the business, including resources and support available;
- how to identify the signs of slavery and human trafficking;
- what initial steps should be taken if slavery or human trafficking is suspected;
- how to escalate potential slavery or human trafficking issues to the relevant parties within our organisation;
- what external help is available, for example through the Modern Slavery Helpline,
- what steps our organisation should take if suppliers or contractors do not implement anti-slavery policies in high-risk scenarios, including their removal from our supply chains.

## Ongoing Commitment

HireRight is committed to compliance with the Modern Slavery Act 2015 in the UK and all other equivalent legislation globally. This statement has been approved by the HireRight Limited Board of Directors.



Steve Girdler  
Managing Director EMEA & APAC



Tom Spaeth  
Global Finance Director