

Modern Slavery Policy

2024-2025

Liquid Friday Limited
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LIQUID FRIDAY

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INTRODUCTION FROM THE BOARD OF LIQUID FRIDAY LTD

This statement sets out Liquid Friday's actions to understand all potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its own business and its supply chains.

Liquid Friday operates in multiple industries, including but not limited to;

- Creative
- Driving/HGV
- Engineering
- Industrial
- IT
- Legal
- Leisure/Hospitality
- Medical
- Office/Admin workers
- Rail
- Sales/Marketing
- Social/Care work
- Telecoms Engineering

The organisation recognises that it has a responsibility to take a robust approach to slavery and human trafficking. We all have a responsibility to be alert to the risks, however small, within our own business and in the wider supply chain.

As part of our commitment to combat modern slavery, Liquid Friday pledges to:

1. Adherence to Local and National Laws:

Liquid Friday is committed to adhering to all local and national laws and regulations related to modern slavery and human trafficking in every jurisdiction in which we operate. We will continuously monitor and update our policies and procedures to ensure compliance with evolving legal requirements.

2. Freedom of Workers to Terminate Employment:

We respect the freedom of all workers to terminate their employment at any time without fear of retaliation or coercion.

3. Freedom of Movement:

We uphold the freedom of movement for all workers, ensuring that they are not restricted or confined to the workplace against their will.

4. Freedom of Association:

Liquid Friday supports the freedom of association for all workers, including the right to join trade unions and participate in collective bargaining.

5. Prohibition of Threats of Violence, Harassment, and Intimidation:

We strictly prohibit any form of violence, harassment, or intimidation against workers, whether physical, verbal, or psychological.

6. Prohibition of Worker-Paid Recruitment Fees:

We prohibit the charging of recruitment fees to workers. We do not engage in or support any practices that would require workers to pay for their employment.

7. Prohibition of Compulsory Overtime:

We do not require workers to perform compulsory overtime, and any overtime work is voluntary and compensated fairly in accordance with applicable laws and regulations.

8. Prohibition of Child Labor:

Liquid Friday strictly prohibits the use of child labour in any form. We adhere to the legal minimum age requirements for employment and will not employ individuals below the stipulated age.

9. Prohibition of Discrimination:

We do not tolerate discrimination of any kind, including but not limited to discrimination based on race, ethnicity, gender, religion, disability, or sexual orientation.

10. Prohibition of Confiscation of Workers' Original Identification Documents:

Liquid Friday prohibits the confiscation of workers' original identification documents. Workers must retain possession of their personal documents at all times.

11. Access to Remedy, Compensation, and Justice:

We are committed to providing access to remedy, compensation, and justice for any worker who has been subjected to modern slavery or human trafficking. We will cooperate fully with authorities and support victims in seeking justice and redress.

By adhering to local and national laws and regulations, we reaffirm our commitment to eradicating modern slavery and human trafficking in all its forms and ensuring the dignity and rights of all individuals involved in our operations and supply chains.

Our staff are expected to report concerns and management are expected to act upon any reports.

ORGANISATIONAL STRUCTURE

Liquid Friday employs and contracts out specialist workers in the UK for use by third parties.

We provide services, skills and expertise across Construction, Health, IT, Engineering and Social Care sectors. We are 'the experts' at making contracting easy, fun and rewarding. Liquid Friday has an annual turnover more than £200m.

We are committed to ensuring the well-being and dignity of all workers within our organisation and wider supply chain. To mitigate the risk of workers being trapped in debt bondage or other forms of exploitation, we adhere to a policy of engaging directly with labour rather than utilising temporary labour ourselves. This practice helps to foster stable employment relationships, where workers are treated fairly, compensated equitably, and provided with appropriate protections and benefits. Moreover, we incorporate this principle into our training programs for supply chain partners, emphasising the importance of responsible labour practices and the avoidance of precarious employment arrangements.

By prioritizing direct engagement with labour, we aim to create a workplace environment and supply chain that respects the rights and dignity of all workers, thereby reducing the risk of modern slavery and promoting ethical business practices.

OUR SUPPLY CHAIN

Our supply chain includes the sourcing & provision of labour for temporary assignments to the recruitment industry for use on projects and assignments.

OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING

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. Our Anti-Slavery policy reflects Liquid Friday's commitment to always act ethically and with integrity throughout our business relationships.

We have developed robust systems and procedures to test for the presence of Slavery and/or Human Trafficking whilst providing clear guidance to all our teams on how to alert management to any suspected incidents.

Liquid Friday is dedicated to collaborative efforts in the fight against modern slavery and human trafficking. We recognise the importance of engaging with non-governmental organisations (NGOs) and charities that specialise in these areas to leverage their expertise, resources, and networks. We are open to establishing partnerships with NGOs and charities where relevant, seeking opportunities to support initiatives aimed at preventing modern slavery, assisting victims, and promoting ethical practices within our industry and beyond. By working together with these organisations, Liquid Friday strives to amplify our impact and contribute to meaningful and sustainable solutions to address modern slavery.

PROCUREMENT PRACTICES

We recognise the significant impact that procurement practices can have on the prevention of modern slavery and human trafficking within our supply chains. We are committed to conducting our procurement activities in a manner that promotes ethical and sustainable practices, respects human rights, and mitigates the risk of modern slavery. To this end, we have established the following guidelines for our procurement practices:

1. Aggressive Pricing that Considers Sustainable Production Costs:

While we seek competitive pricing from our suppliers, we do not engage in practices that prioritise aggressive pricing over sustainable production/ delivery costs. We recognise the

importance of fair pricing that allows suppliers to maintain safe working conditions, fair wages, and environmentally responsible practices.

2. Short Lead Times:

We acknowledge the importance of reasonable lead times in procurement to ensure that suppliers can fulfil orders without resorting to exploitative labour practices. We strive to provide suppliers with sufficient lead time to meet our requirements responsibly.

3. Late High-Volume Orders:

We understand that late high-volume orders can place undue pressure on suppliers and increase the risk of labour exploitation. Therefore, we endeavour to communicate our requirements clearly and in a timely manner to minimize the occurrence of late orders.

4. Late or Extended Payments:

We recognise that late or delayed payments can create financial strain on suppliers and increase the risk of labour exploitation. Therefore, we pledge to honour our payment terms and ensure timely disbursement of funds to our suppliers.

5. Withdrawing from Contracts Last Minute:

We understand the disruptive impact that withdrawing from contracts last minute can have on suppliers and their workers. We will only withdraw from contracts under exceptional circumstances and will work collaboratively with suppliers to find mutually acceptable solutions.

6. Unfair Penalties for Not Meeting Orders Despite Last Minute Changes:

We commit to fair and reasonable penalty clauses in our contracts that account for unforeseen circumstances and do not disproportionately penalise suppliers for changes in order requirements.

7. Accuracy of Technical Specifications:

We will ensure that technical specifications provided to suppliers are accurate and realistic, enabling them to produce goods or services in compliance with our requirements without resorting to shortcuts that may compromise labour standards.

Liquid Friday is committed to upholding the highest standards of ethical procurement practices, including the prevention of modern slavery and human trafficking. Throughout each stage of our procurement process, from supplier selection to contract negotiation and ongoing supplier management, we actively consider the risk of modern slavery within our supply chains. By integrating modern slavery considerations into our procurement practices, we aim to foster a culture of transparency, accountability, and respect for human rights across our operations.

Key Performance Indicators (KPIs)

At Liquid Friday, we recognise the importance of monitoring and evaluating the effectiveness of our Modern Slavery Policy to ensure its successful implementation and continual improvement. To measure our progress and adherence to the policy, we utilise the following key performance indicators (KPIs):

1. Training and Capacity Building:

- a. Percentage of staff trained on modern slavery issues annually.
- b. Number of training sessions conducted, including the topics covered and participation rates.

2. Awareness of Risk:

- a. Changes in awareness levels of modern slavery risk among staff, as measured through surveys or assessments conducted periodically.
- b. Number of reported instances or suspicions of modern slavery identified by staff, indicating increased awareness and vigilance.

3. Decision Making and Action:

- a. Timeliness of decision-making and actions taken in response to identified cases or suspected instances of modern slavery.
- b. Effectiveness of actions taken, including the outcomes achieved in addressing and mitigating modern slavery risks.

4. Grievance and Whistleblowing Procedures:

- a. Number of grievances or whistleblowing reports related to modern slavery received and resolved.
- b. Effectiveness of grievance and whistleblowing procedures in providing a safe and confidential mechanism for workers to report concerns or suspected cases of modern slavery.

5. Visibility, Leverage, and Oversight of Suppliers:

- a. Percentage of suppliers assessed for modern slavery risks within relevant supply chains.
- b. Level of visibility and oversight maintained over suppliers, including the frequency and depth of monitoring activities conducted.

By regularly tracking and analysing these KPIs, Liquid Friday aims to ensure that our Modern Slavery Policy is effectively implemented, continuously monitored, and responsive to emerging risks and challenges. These KPIs provide valuable insights into our efforts to prevent modern slavery, promote ethical business practices, and uphold human rights throughout our operations and supply chains.

DUE DILIGENCE FOR SLAVERY AND HUMAN TRAFFICKING

As part of our policy and procedures to identify any risk, Liquid Friday ensures that;

- Where viable, we run regular Assignment Checks to ensure that workers hours and pay are accurate and that their working environment matches our requirements.
- We always complete a Right to Work check, ensuring that those workers do have the right to work in the UK and are aware of the rights and responsibilities working in the UK gives.
- Where possible we speak with agency partners to ensure that the worker is provided with adequate support throughout their assignment.
- We aim to always build long standing relationships with suppliers and clients and always make clear our expectations regarding the business behaviour.
- We will also aim to work with suppliers that are members of their appropriate trade association.
- Whistleblowing Policy, the organisation encourages all its workers, customers and other business partners to report any concerns related to the direct activities, or the supply chains of the organisation.
- An annual audit comprising of questions regarding the management of combating Modern Slavery throughout the supply chain, seeking confirmations and evidencing compliance

RISK ASSESSMENT

We have completed a comprehensive risk assessment of our direct and indirect supply chain. We have been identified as “low risk”. This is primarily due to our suppliers and clients being based within the UK.

Our annual audit is designed to highlight issues regarding the working practices and contractual arrangements that exist within the wider Liquid Friday supply chain.

SUPPLIER ADHERENCE

We have a zero tolerance to slavery and human trafficking. We expect all those in our supply chain and any contractors to comply with the values set out in this document.

This document will be provided as part of the procurement process to all new suppliers, additionally an annual reminder will be issued detailing any updates to the version history.

TRAINING

To guarantee a high level of understanding and engagement with this policy and the risks associated with modern slavery and human trafficking in our supply chain or business, we provide training to relevant members of staff. All Directors have been briefed on this subject.

All key suppliers, our top 10 suppliers by spend, will be provided training on all relevant modern slavery policies & best practice.

MEASURING EFFECTIVENESS IN COMBATING SLAVERY AND HUMAN TRAFFICKING

We use the following key performance indicators (KPI's) to measure how effective we have been in combatting slavery and human trafficking in any part of our business or supply chain;

- Completion of Audits by Managers and Business Development Managers.
- Use of Labour monitoring and Payroll Systems
- Level of communication and personal contact with both workers and the next level in the supply chain to ensure their level of compliance and understanding matches our own.

DECLARATION

This statement has been approved by the organisation's board of directors and is made in pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the businesses slavery and human trafficking statement.



Joe Taffurelli
Chief Operating Officer
1st August 2024