

Modern Slavery and Human Trafficking Act Statement

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

This statement is made as part of the commitment of Payme Ltd (Payme) to eliminate the exploitation of people under the Modern Slavery Act 2015 (the Act). It summarises how Payme operates, the policies and processes in place to minimise the possibility of any problems, any risks we have identified and how we monitor them, and how we train our staff.

1. Our Business

Payme acts as a holding company for the following subsidiaries and accordingly, the policies and practices implemented in accordance with this statement and the policy referred to below will be implemented by each of the Group's subsidiary undertakings.

- Payme Ltd

Payme are a third party/contracting intermediary providing services to clients across a number of sectors including rail, construction manufacturing and industrial.

2. Our Policies on Slavery and Human Trafficking

Payme has put in place a Modern Slavery and Human trafficking policy. We are committed to working ethically and with integrity in all our business relationships and to implementing and enforcing effective systems that ensure the highest ethical standards are in operation for our staff suppliers and contractors. In addition, Payme has the following policies which incorporate ethical standards for our staff and our suppliers.

- Equal Opportunities &Valuing Diversity Policy
- Health & Safety Policy
- Anti-bribery and Corruption Policy

3. Supplier adherence to the Act

We have zero tolerance to slavery and human trafficking. To ensure all those in our supply chain comply with our values we shall carry out due diligence activities to ensure that the organisation that Payme intends to enter into a relationship with meets appropriate ethical and professional standards.

4. Risks are managed through our direct recruitment process by:

- All staff responsible for recruiting and sourcing workers are trained and required to sign up to a set of Ethical Guidelines that govern their methods of recruiting new staff
- We use systems that include checks that must be completed before engaging workers, including right to work checks, face to face interviews, obtaining references
- We use software to validate eligibility to work
- We are able to highlight if the same addresses or bank details are being used by more than one worker
- We carry out monthly internal audits of our own offices and onsite locations to ensure that our high standards, policies and practices are being met.

5. Our Training

All of our staff receive training and support that is appropriate to their role. In particular, our Registrations team undertake training courses that include guidance around modern slavery and human trafficking, as well as other wider human rights issues.

We also share awareness-raising information around issues involving modern slavery and human trafficking. All staff are encouraged to discuss any concerns that they have and bring anything that they are unsure of the attention of management.

This statement is published in accordance with section 54 of the Act.

Last reviewed/updated April 2024 by Alison Jolly, Operations Manager, Payme Ltd

