

## **RSC TRANSPARENCY STATEMENT 2017**

Modern slavery is a criminal offence under the Modern Slavery Act 2015 (the “Act”) and can occur in various forms including servitude, forced or compulsory labour and human trafficking, all of which have in common the deprivation of a person’s liberty by another to exploit them for personal or commercial gain.

RSC Associates Limited (‘RSC’) is committed to supporting the aims of the Act, acting ethically and with integrity in all our business dealings and relationships, implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or those of our contractors or suppliers.

In accordance with the provisions of Section 54 of the Act RSC presents its annual statement for the year ended 30 June 2017.

### **• BUSINESS & STRUCTURE**

RSC is a leading provider of business consultancy services with our Client base being located predominantly in the UK as well as across mainland Europe. In our capacity as a business consultancy service, RSC occasionally engages additional external specialist consultancy services through a trusted network of 3rd party suppliers and subcontractors.

### **• PEOPLE**

We are committed to conducting business strictly in accordance with all applicable laws and regulations; including Safety, Health and Environment, anti-bribery, equality and employment legislation. This extends to maintaining high standards of behaviour amongst our employees and representatives through our training and development initiatives.

At RSC we have established robust HR policies, processes, systems and controls to ensure:

- All employees undergo identity and Right to Work checks prior to commencing direct employment
- Any new applicant is suitable for the role that they have applied for
- Workplace equality policies and practices are in place, promoted and implemented
- Remuneration and benefit schemes comply with relevant UK employment legislation

We continually review and develop our policies, procedures, systems and controls to ensure ongoing compliance with any changes in ethical standards and legal situation.

Our staff induction process and training programmes have all been adapted to include sections relating to Modern Slavery Act requirements.

We actively encourage our employees to confidentially report any concerns or breaches e.g. suspected unethical behaviour and wrong-doing. All matters raised either via whistleblowing or through auditing processes are investigated and appropriate action is taken in accordance with our policies and procedures.

- **SUPPLY CHAIN**

As we can be reliant on our extensive network of trusted suppliers and subcontractors to deliver certain specialist services, when we commence or renew relationships with these suppliers and subcontractors, we seek assurance during negotiations that they operate to the same high standards of corporate and ethical responsibility as we do ourselves.

Our standard Terms and Conditions of contract require that our suppliers comply with all legal requirements, which include adherence to the Modern Slavery Act.

- **COMMITTMENT**

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes RSC's slavery and human trafficking statement as agreed by the senior management.

**Ian Martin**

Managing Director

RSC Associates Limited