



MODERN SLAVERY ACT 2015

This statement applies to Michael Wisher Limited (referred to in this statement as 'the Organisation'). The information included in the statement refers to the financial year 2021 – May 2022.

Michael Wisher Limited operates from one centralised office where all full time employees are based from, any recruitment and training activity is conducted throughout the United Kingdom. The organisation is ultimately controlled by its Managing Director, Michael Wisher.

The organisation recruits individuals to work for clients all over the United Kingdom. These recruits apply directly and are not supplied through a 3rd party.

The Group considers that modern slavery encompasses:

- Human trafficking;
- Forced work, through mental or physical threat;
- Being owned or controlled by an employer through mental or physical abuse or the threat of abuse;
- Being dehumanised, treated as a commodity or being bought or sold as property;
- Being physically constrained or to have restriction placed on freedom of movement.

The Michael Wisher Limited acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. The Michael Wisher Limited understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

The Michael Wisher does not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to the Michael Wisher Limited in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. The Group strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in the United Kingdom.

In order to fulfil its activities, the Michael Wisher Limited main supply chains include those related to. We understand that the Michael Wisher Limited first-tier suppliers are intermediary traders and therefore have further contractual relationships with lower-tier suppliers].

In general, Michael Wisher Limited considers its exposure to slavery/human trafficking to be limited, it has taken steps to ensure that such practices do not take place in its business nor the business of any organisation that supplies goods and/or services to it.

Michael Wisher Limited carries out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in its organisation or supply chains, including conducting a review of the controls of its suppliers.

The Michael Wisher Limited has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.

In accordance with section 54(4) of the Modern Slavery Act 2015, Michael Wisher Limited has taken the following steps to ensure that modern slavery is not taking place:

- reviewing your supplier contracts to include termination powers in the event that the supplier is, or is suspected, to be involved in modern slavery;
- measures in place to identify and assess the potential risks in its supply chains;
- undertaking impact assessments of its services upon potential instances of slavery;
- creating action plans to address risk to modern slavery;
- any actions taken to embed a zero tolerance policy towards modern slavery;

The Michael Wisher Limited has set the following key performance indicators to measure its effectiveness in ensuring modern slavery is not taking place in Michael Wisher Limited or its supply chains.

Michael Wisher Limited has a Slavery Compliance Officer, to whom all concerns regarding modern slavery should be addressed, and who will then undertake relevant action with regard to Michael Wisher & Associates obligations in this regard.

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2015 and will be reviewed for each financial year.
