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## **MODERN-SLAVERY STATEMENT**

### **INTRODUCTION**

Slavery and human trafficking remains a hidden blight on our global society. Resource Group have a responsibility to be alert of the risks, however small, in our business and in the wider supply chain. Staff are expected to report concerns and management are expected to act upon them.

This statement is made pursuant to section 51(1) of the Modern Slavery Act 2015 and sets out the steps we have taken and are making to ensure that our business as well as our supply chains are free from slavery and human trafficking during the financial year ending 31 December 2016.

### **ORGANISATIONAL STRUCTURE AND OPERATIONS**

Resource Group is a privately owned company with a group wide turnover of EUR 100 Million, employing in excess of 250 employees with over 1100 staff deployed on contracts across the globe. Resource Group offers aviation, aerospace, rail, automotive and defence resourcing solutions supporting OEM's, operators and support businesses.

Resource Group has five business streams comprising of Aviation and Aerospace Resourcing Solutions, Training Solutions, Technical Recruitment Solutions, Systems Software and Solutions and Symbiotic Performance Solutions. Our parent company has its head office in Switzerland.

We principally operate in the following countries and regions:

- United Kingdom
- Switzerland
- Norway
- EU
- China
- Africa
- North America

### **NATURE OF OUR SUPPLY CHAIN**

Resource Group's supply chains include the sourcing of office equipment and suppliers principally related to the provision of recruitment, training and engineering services.

In addition, some of our businesses provide manpower services through relationships with limited companies to provide manpower.

### **POLICIES RELATING TO SLAVERY AND HUMAN TRAFFICING**

Our modern slavery policy reflects our commitment to acting ethically and with integrity in all our business activities and relationships and implementing and enforcing effective procedures and controls to minimise the risks of modern slavery practices infiltrating our business operations or supply chains.

We also make sure our suppliers are aware of our policies and ask that they adhere to the same high standards.

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## MODERN-SLAVERY STATEMENT

### RISK ASSESSMENT

We use the Risk Management processes to assess which of our own activities and supply chains represent the highest risks in respect of slavery or human trafficking, in particular, geography, sector and cost of supply.

### DUE DILIGENCE PROCESSES IN RELATION TO SLAVERY

In order to monitor and mitigate the risks of slavery occurring within our supply chains we aim to follow the due diligence processes in relation to new suppliers identified as being high risk according to the risk assessment procedures described above. Also, as part of our initiative to identify and mitigate risk:

- Where possible we build long standing relationships with suppliers and make clear our expectations of business behaviour.
- With regards to national or international supply chains, our point of contact is preferably with a UK company or branch and we expect their entities to have suitable anti-slavery and human trafficking policies and processes. We expect each entity in the supply chain to, at least, adopt 'one-up' due diligence on the next link in the chain. It is not practical for us (and every other participant in the chain) to have a direct relationship with all links in the supply chain.
- Where non UK based companies form part of our supply chain we will seek the same assurances that they comply with the letter and ethos of the Modern Slavery Act.
- We have in place systems to encourage the reporting of concerns and the protection of whistle blowers.

### SUPPLIER ADHERENCE TO OUR VALUES

We have zero tolerance to slavery and human trafficking. We expect all those in our supply chain and contractors comply with our values.

The Directors are responsible for compliance in their respective Business Units and for their supplier relationships.

### STAFF TRAINING

We will provide training to relevant members of staff at Induction to ensure that they understand the risks of modern slavery infiltrating our business or supply chains and effective operation of our policies and procedures are aimed at mitigating this risk.

All Directors have been briefed on the subject.

We make specific provision in our Whistleblowing Policy or the protection of those who whistleblow in relation to any issue of modern slavery.

### OUR EFFECTIVENESS

We use the following KPI's to measure how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business supply chains:

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**MODERN-SLAVERY STATEMENT**

- Completion of audits as part of the Quality process.
- Level of communication and personal contact with next link in the supply chain and their understanding of, and compliance with, our expectations.

This statement is made pursuant of section 51(1) of the Modern Slavery Act 2015 and constitutes our Group's Slavery and Human Trafficking Statement for the current financial year.



John Larkin  
**CHAIRMAN**