



LETS Modern Slavery and Human Trafficking Statement

LETS Limited is committed to preventing acts of modern slavery and human trafficking from occurring within its business and organisations with whom we do business. We will act with integrity in all our business relationships to ensure modern slavery is not taking place. We are based in the United Kingdom and operate only within England.

As part of our commitment to combating modern slavery, the following policies are also relevant:

- Whistleblowing Policy: we encourage all of our workers, customers and other business partners to report any concerns related to the direct activities, or the supply chains of, the organisation
- Grievance procedures: we encourage all staff to raise concerns formally or informally to ensure that they can be resolved fairly
- Code of Conduct: we make it clear to employees the actions and behaviour expected of them when representing the organisation. We strive to maintain the highest standards of employee conduct and ethical behaviour
- Recruitment Policy: we use reputable employment agencies to source staff and have a robust recruitment policy for all applicants directly sourced by LETS
- We ensure that all employees or associates are fully vetted before the commencement of employment

Our procedures are designed to:

- establish and assess areas of potential risk in our business and supply chains
- monitor potential risk areas in our business and supply chains
- reduce the risk of slavery and human trafficking occurring in our business and supply chains
- provide adequate protection for whistle-blowers

We do not consider that we operate in high-risk sectors or locations because of our geographic scope and the type of work that we carry out.

Through staff development, employees are encouraged to identify and report any potential breaches of LETS antislavery and human trafficking policy.

This statement is made in accordance with section 54(1) of the Modern Slavery Act 2015.

Issue and version No: Modern Slavery.v1	Date: 13/12/19	Review Date: 13/12/20	Authorised: Operations Director
Policies and Procedures will be reviewed annually unless changes in legislation or practices occur prior to the annual review when updates will be made.			