

## Modern Slavery Statement

<b>Company Name:</b>	<b>Next Ventures Group and its Subsidiaries ('the Company')</b>
<b>Document MSS3</b>	<b>Modern Slavery Statement</b>
<b>Topic:</b>	<b>Modern Slavery Statement</b>
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<b>Version:</b>	<b>Financial year end: 30.12.18</b>

### INTRODUCTION FROM THE BOARD of DIRECTORS

At Next Ventures Limited we understand the importance of equality in the workplace. This statement summarises how Next Ventures operates, the policies and processes in place to minimise inequality in the workplace and the procedures in place to promote long term viability of the business.

Next Ventures adheres to the laws under the Modern Slavery Act 2015 (MSA) and ensures all employees are free of exploitation. We are committed to the highest standards in transparency, as shown in our Employee Handbook.

### BACKGROUND

Next Ventures Limited ("The Company") is the main trading entity of Next Ventures Group Limited. We are a specialist IT Recruitment Company that sources and supplies niche technology talent. The Company has 100 employees operating throughout the business with total annual revenue of £56.5m (2018).

We are fully committed to ensuring no human trafficking, slavery or any forced labour, in any form is present within our organisation or suppliers. We accept a social responsibly to be aware of the risks. All employees and contractors expected to report any concerns however small. Management are trained to act upon any information that may indicate there could be a problem.

### OUR SUPPLYCHAIN

As a provider of recruitment services we consider our supply chain to be relatively limited compared to other goods and service providers. We use external services for maintenance and general support of our office such as cleaning, telecommunications and online timesheet services for our contractors. We outsource IT and Legal services nevertheless keeping a close relationship and therefore visibility of our supply chain.

We audit all our suppliers in the supply chain to ensure there is a limited risk of labour exploitation. This is shown in our due diligence processes. They demonstrate our commitment to protecting Human Rights.

## DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING

### Our Own Business

As part of our own business we supply temporary personnel to a number of clients. In this respect we have established and audited procedures to ensure that those employees:-

- Have a right to work in the UK. This involves asking the individual directly to view their passport. A delay in providing the passport might indicate a modern slavery issue;
- Where we provide payroll services as required by our own clients, we check that such temporary personnel have a bank account in their own name into which their remuneration is paid; and
- Where we are responsible for such temporary personnel whilst they are employed on our client's premises, they are free to leave their assignment on reasonable notice.
- In addition, our employees, through the Employee Handbook, are made aware of the Company's requirement for employees to support and uphold human rights principles and know that Next Ventures will not tolerate, engage in or support the use of, forced labour.
- All employees are provided with a clear contract of employment

As part of our initiative to identify and mitigate risk:-

- All personnel placed by us receive an annual questionnaire.
- We ask to review the Slavery and Human Trafficking Statement of any suppliers that we contract with.
- As a service industry account managers build longstanding relationships with clients, contractors and candidates and we make clear our position on Modern Slavery and Human Trafficking, any suspicion of such would be reported back to management.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our group's slavery and human trafficking statement for the current financial year end 30.12.2018

Approved by the Board 02,01,2019

Richard Lacey & Darren Rosenfeld Directors  
Next Ventures Group Limited