

Modern Slavery Statement

2023/24



Value Match
Dee House
Dee Banks
Chester
CH3 5UU

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Abbreviations list

UFLPA – Uyghur Forced Labour Prevention Act
LkSG – Lieferkettensorgfaltspflichtengesetz (a.k.a: The German Supply Chain Due Diligence Act)
CS3D – Corporate Sustainability Due Diligence Directive
UK – United Kingdom
UNGPs – United Nations Guiding Principles on Business and Human Rights
MATs – Multi-Academy Trusts
GLAA – Gangmasters & Labour Abuse Authority
US DoL – United States Department of Labour
ILO – International Labour Organisation
NRM – National Referral Mechanism
FY – Financial Year

1. Preface

Worldwide, it is estimated that modern slavery affects around 50 million victims and brings in an estimated \$236 billion in profit each year.^{1 2} In the context of increasing risks posed by climate change induced displacement and migration, the risks of vulnerable communities being exploited is only increasing. The World Bank corroborates this, providing a bleak statistic estimate that 150 million people could become climate refugees by 2050.³

In this context, legislation such as the United States' Uyghur Forced Labour Prevention Act, German LkSG, and European Union's CS3D have been put in force over the last five years in recognition of the positive duty that businesses and governments have, to identify, prevent, and remedy human rights risks.

Locally in the UK, the Modern Slavery Act 2015 mandates businesses with £36 million or above in turnover to release an annual statement outlining measures planned and taken to mitigate modern slavery risks, and to publicise their effectiveness. Despite Value Match being outside the Act's threshold, we still believe we have a responsibility to play our part in protecting human rights. We agree with the *UNGPs* that all businesses, regardless of size or location, should work to understand and mitigate risks of human rights abuses from their operations and supply chains.⁴

Furthermore, we want to show publicly what small- and medium- size enterprises (SMEs) are capable of doing in supporting the fight against modern slavery. One key victory and validation of this effort is that the lead for our human rights strategy, Euan Chan, received an Individual Impact Award from prominent anti-MSHT NGO Unseen on 19th September 2024, for his work in driving Value Match's best practice in countering slavery in business.

With this context in mind, Value Match released its publicly available *Modern Slavery Review 2023/24* in September 2023, which outlined our plans to mitigate modern slavery risk for the rest of the FY 2023/24.⁵ One of our key commitments in the review was to publish a Modern Slavery Statement for FY 2023/24 to continue our journey as an SME combatting modern slavery; this document you are reading is a fulfilment of that commitment. This statement has been approved by our Board and represents our organisation's continual journey in assessing our current human rights and labour standards approaches and systems, thus laying the foundation to improve and build on it for the future.

¹ <https://www.walkfree.org/global-slavery-index/>

² <https://hopeforjustice.org/news/traffickers-taking-236-billion-in-illegal-profits-at-victims-expense/>

³ <https://www.theguardian.com/environment/2009/nov/03/global-warming-climate-refugees>

⁴ https://www.ohchr.org/sites/default/files/documents/publications/guidingprinciplesbusinesshr_en.pdf

⁵ <https://www.value-match.co.uk/wp-content/uploads/Value-Match-Modern-Slavery-Review-2023-24.pdf>

2. Value Match's organisation, structure, supply chains, and staff

2.1 Organisation and structure

At Value Match, through our people and relationships, we apply our expertise to enhance the value created in our communities and the environment. We are a team of 16 professionals delivering a wide range of services with positive purpose, the team have years of experience at senior levels across both public and private sectors in procurement, sustainability, bid management, resourcing and training. Our Values are at the heart of everything we do.⁶ We value People, Relationships, Sustainable Prosperity, and the Environment, and we believe Procurement is a driver and accelerator for positive change across society. We try and lead by example in all aspects of our business and have embedded Our Values in each Service Line and in the way we operate.

Embedded within the core of our services are the following values:

- **Value People:** We value People for their uniqueness, capability, capacity for change and for what they do.
- **Value Relationships:** We value Relationships that are built on integrity, mutual support, trust, and a sense of purpose.
- **Sustainable Prosperity:** We believe in creating sustainable prosperity through commercial interventions that support responsible and inclusive growth for both individuals and organisations.
- **Value the Environment:** We believe in enhancing our Environment through the way we operate, championing environmental best practices and delivery through our service lines.

We believe that our services, and that procurement in general, should reflect these core values and act as a positive lever for change. Therefore, we focus our operations and delivery around these core values every day and in everything we undertake and deliver for customers.

With these values in mind, we operate with flexibility and minimal environmental impact in mind. Despite being headquartered in Chester, UK, we do not have an office from which we work, and therefore, all our staff are home-based across North Wales, and the North and South of England.

2.2 Identification of risk areas in our business

As mentioned before on our Modern Slavery Review 2023/24, our business' and staffs' core activities are not concerned with production within high-risk sector or commodity work, such as those outlined by the UK GLAA's *Industry Profiles* or in the US DoL's

⁶ <https://www.value-match.co.uk/our-values/>

List of Goods Produced by Child Labour or Forced Labour.^{7 8} Despite this, we still acknowledge that our business can be exposed to modern slavery risk, firstly and secondly, through our supply chains and workforce respectively. Accordingly, we have assessed risks within both of these key areas, as will be demonstrated below.

2.3 Mitigating risks in our supply chains

“...the development of Value Match’s publicly available supply chain risk mapping methodology... has set a new standard for transparency in the SME (small- and medium- enterprise) sector.”

*- Independent Judge Panel for the Unseen UK Business Awards 2024*⁹

Within our *Modern Slavery Review 2023/24*, Value Match committed to conducting a supply chain modern slavery risk mapping of our tier-1 goods/service suppliers to assess and identify where risks are most likely to occur and where action taken will likely be most impactful. Furthermore, Value Match completed the UK Government’s Modern Slavery Assessment Tool (MSAT) which also recommended supply chain mapping.¹⁰

Over the course of February-April 2024, Value Match has developed its supply chain modern slavery risk mapping methodology in-house. Using this methodology to review Value Match’s tier-1 goods/service purchasing, we have identified the following suppliers and sectors to be focus areas to identify opportunities for risk mitigation and collaboration for best practice:

⁷ <https://www.gla.gov.uk/who-we-are/modern-slavery/industry-profiles/>

⁸ <https://www.dol.gov/agencies/ilab/reports/child-labor/list-of-goods#:~:text=The%20most%20common%20agricultural%20goods,and%20fireworks%20appear%20most%20frequently.>

⁹ <https://www.unseenuk.org/unseen-business-awards-2024-winners/#individual-impact-award-winner-2024>

¹⁰ <https://supplierregistration.cabinetoffice.gov.uk/msat>

SIC Groups Flagged at Least Once, Ranked by Spend

SIC Groups Flagged At Least Once	Supplier Count	Total Spend	% of Flagged Suppliers	% of Flagged Spend
Manufacture of computers and peripheral equipment	1	£3,689.77	8.33%	38.19%
Hotels and similar accommodation	3	£2,862.27	33.33%	29.62%
Retail sale of information and communication equipment in specialised stores	2	£1,655.60	16.67%	17.14%
Warehousing and storage	2	£624.14	16.67%	6.46%
Retail sale in non-specialised stores	1	£400.00	8.33%	4.14%
Postal activities under universal service obligation	1	£379.90	8.33%	3.93%
Restaurants and mobile food service activities	1	£50.00	8.33%	0.52%
Grand Total	11	£9661.68	100.00%	100.00%

Sectors by Flagged Indicators

SIC Groups Flagged At Least Once	US DoL List	ILO List (2017)	ILO List (2022)	GLAA Industry Profiles	PPN 02/23 List
Manufacture of computers and peripheral equipment	X	X	X		X
Hotels and similar accommodation		X	X	X	X
Retail sale of information and communication equipment in specialised stores			X		
Warehousing and storage				X	X
Retail sale in non-specialised stores			X		
Postal activities under universal service obligation				X	X
Restaurants and mobile food service activities		X	X		X

Suppliers Flagged for Country Risk, Sector Risk, and/or Special Case

Flagged Suppliers	Sum of Spend	% of Flagged Spend
Circular Computing	£3,689.77	37.64%
Royal Station Hotel	£1,528.18	15.59%
Lyreco	£1,366.45	13.94%
Premier Inn	£1,234.06	12.59%
Banner	£530.00	5.41%
John Lewis	£400.00	4.08%
Post Office	£379.90	3.88%
Laptops Direct	£289.15	2.95%
Elementor	£108.43	1.11%
Travel Lodge	£100.03	1.02%
Amazon	£94.14	0.96%
Novello's	£50.00	0.51%
WP Developers	£32.47	0.33%
Grand Total	£9,802.58	100.00%

Based on the analysis, Value Match's key next steps are to:

- To ensure that Value Match maintains an up-to-date and detailed list of suppliers for future risk mapping.
- For all future procurements, to ensure understanding of how suppliers are able to provide their services at their cost and understand what mitigation measures the supplier has in place for modern slavery.
- To ensure continued operation according to the UK Government Prompt Payment Code.
- Given Value Match's small level of influence and spend, work to identify opportunities to collaborate with suppliers to enhance their awareness of and capacity to mitigate modern slavery.

An additional recommendation was around assessing whether to continue use of OpenAI, as adverse media reports of significant labour abuse and poor worker wellbeing have surfaced.¹¹

An in-depth expounding of our risk mapping process methodology, and findings can be found in our *Supply Chain Modern Slavery Risk Mapping 2023/24*.¹²

2.4 Mitigating risks in our staff

To ensure that our workforce is free of modern slavery and exploited individuals, our recruitment process operates the following mechanisms. We ensure that we only hire

¹¹ <https://www.foxglove.org.uk/open-letter-to-president-biden-from-tech-workers-in-kenya/>

¹² <https://www.value-match.co.uk/wp-content/uploads/Value-Match-Supply-Chain-Modern-Slavery-Risk-Mapping-2023-2024.pdf>

individuals who have the right to work in the UK and these checks are carried out on all our staff. Furthermore, in adherence to potential disclosure requirements outlined in the *Modern Slavery (Amendment) Bill* around the use of recruitment agencies acting on behalf of foreign governments, we disclose that we do not utilise any recruitment agencies, on behalf of foreign governments or otherwise, for our staff.¹³

Beyond the recruitment process, we mitigate ongoing risks of modern slavery in all our staff and managers through mandating reading and completion of a *Modern Slavery and Human Trafficking Policy* (found in [Appendix A](#)) and e-Learning respectively within the first four weeks of employment. More details about the policy and e-Learning can be found in [section 3](#) and [4](#) respectively.

¹³ <https://bills.parliament.uk/publications/41860/documents/390>

3. Value Match's policies to mitigate risks of modern slavery

As an organisation committed to making a positive impact, we have established policies to uphold human rights and labour standards within and beyond Value Match. Within our Modern Slavery Review 2023/24, we committed to reviewing, and amend as needed, the following policies relating to human rights and labour standards at Value Match:

- *Modern Slavery and Human Trafficking Policy*
- *Grievance Policy*
- *Whistleblowing Policy*
- *Equal Opportunities*
- *Anti-Bribery and Corruption Policy*
- *Prompt Payment Code*

We have outlined our review and relevant amends to policies below. Following all the updates of the policies, they were disseminated to all employees to be read and understood:

- *Modern Slavery and Human Trafficking Policy*
 - This policy is used to govern our operations and that of our suppliers. It is mapped to standards such as the *UK Modern Slavery Act 2015* and *ILO Convention 138*. This policy and its implementation prohibit our operations and that of our suppliers from:
 - Child labour
 - Forced, bonded, or involuntary prison labour
 - Excessive working hours
 - Poor working conditions
 - Violation of minimum wage rules
 - Denial of union membership or collective bargaining
 - Following recommendations from the UK Government's MSAT, as well as feedback from anti-MSHT NGO, Ride For Freedom, we have made the following changes to this policy:
 - Inclusion of a definition of modern slavery and human trafficking.
 - Inclusion of high-level process for internal staff, suppliers, and suppliers' staff to report modern slavery concerns.
 - Inclusion of specific prohibitions against recruitment fees, confiscation of worker identity documents, restriction of free movement, compulsory overtime, and threats against workers.
 - Inclusion of commitment to provide remedy, compensation, and justice where appropriate, provision of full information regarding workers' rights at all stages of employment (including recruitment), and requirement of suppliers to adhere to all relevant local and national laws.
 - Our next steps for this policy will be communicating these changes to key suppliers. A copy of this policy will be found in [Appendix A](#).

- *Grievance Policy*
 - This policy internal to Value Match outlines the process through which employees can raise informal and/or formal complaints internally. It also protects the rights of workers to involve trade union representation throughout this process and upholds standards of accountability across Value Match.
 - This policy has been reviewed and has not been deemed to need changes.
- *Whistleblowing Policy*
 - This outlines the process for raising a protected disclosure and how Value Match investigates and resolves them. This policy is accessible to all staff members, which includes senior managers, officers, employees, consultants, trainees, homeworkers, part-time & fixed-term workers, casual workers, agency workers, volunteers, and interns.
 - This policy has been reviewed and has not been deemed to need changes.
- *Equal Opportunities Policy*
 - This policy ensures that employees, both in Value Match and our suppliers, are protected from discrimination on the grounds of their protected characteristics as outlined in the UK Equality Act 2010. This policy also protects the rights to equal pay, as well as equal treatment throughout the recruitment, selection, training, promotion, discipline, and dismissal processes.
 - This policy has been reviewed and has not been deemed to need changes.
- *Anti-Bribery & Corruption Policy*
 - This policy outlines the processes utilised by Value Match to adhere to the *Bribery Act 2010*.
 - This policy has been reviewed and has not been deemed to need changes.
- *Prompt Payment Code*
 - This policy mitigates risks of businesses not being able to have the cash they need on time to pay employees and ensure healthy business operation. Not only do we uphold this Code internally, but we also advocate with businesses we work with to uphold it too.
 - This policy has been reviewed and has not been deemed to need changes.

4. Value Match's training and capacity building around modern slavery

As part of Value Match's process of onboarding new staff, we mandate each new starter to read and understand our *Modern Slavery and Human Trafficking Policy*. Furthermore to the policy, completion of a *Human Trafficking and Modern Day Slavery* training is mandated via our e-Learning system. This training covers topics such as:

- What modern slavery is.
- The main ways victims are exploited.
- Definitions of child trafficking.
- Indicators of modern slavery and human trafficking.
- How to respond if you encounter victims of trafficking.
- How to get victims help and into the NRM.

In our Modern Slavery Review 2023/24, we committed to 100% of Value Match "new starters" completing and 100% of Value Match "pre-existing" staff recompleting the e-Learning training.¹⁴ Our re-completion rate within FY 2023/24 among "pre-existing" staff sat at 36% and our completion rate for "new starters" sat at 14%. While we regret that this has fallen short of our committed goal, we wanted to use this as an opportunity to show transparency and honesty around our progress. This will need to be reviewed for future performance.

In addition to these awareness-raising and training tools, Value Match has committed to conducting role-specific training on, at least, a quarterly basis (or two more for the rest of the FY). From when our Modern Slavery Review 2023/24 was published (21st September 2023) to 31st March 2024 (end of the financial year), we have conducted the following role-specific trainings to uphold our commitment:

Date Delivered	Topic	Impact Metrics
9 th November 2023	Procurement Team: Modern Slavery Risks in Waste Management	33% increase in feeling like one understands the risks in the sector. 90% applicability and relevance of information score.
30 th November 2023	Wider Team Lunch & Learn: Modern Slavery Risks in Waste Management	83% increase in feeling like one understands the risks in the sector. 100% applicability and relevance of information score.

¹⁴ "Pre-existing" staff are defined as those who are employed by Value Match prior to 21st September 2023 (the release of the Modern Slavery Review 2023/24); "new starters" are those who were employed by Value Match after 21st September 2023.

5. Value Match's key performance indicators (KPIs)

KPIs Achieved
7/8

Addressing Risks in Supply Chains		
KPI 2023/24	Achieved?	KPI for 2024/25
In FY 2023/2024, Value Match will review 100% of its tier-1 suppliers for modern slavery risk.	Yes	In FY 2024/25, Value Match will review 100% of its tier-1 suppliers for modern slavery risk to keep updated on emerging risks.
In FY 2023/2024, Value Match will undertake investigations and reviews of 100% of its tier-1 suppliers deemed to have a high-risk for modern slavery to plan further mitigation measures.	Yes	As Value Match's procurement spend is small and we have very low levels of influence over large businesses. Therefore, we will continue to identify areas where we can collaborate with key suppliers and implement these in FY 2024/25.

Mitigating Risks Among Employees		
KPI 2023/24	Achieved?	KPI for 2024/25
In FY 2023/2024, all new starters , as of the writing of this document, will read and understand Value Match's policies relating to human rights and labour standards, namely the following policies: - Modern Slavery and Human Trafficking Policy - Grievance Policy - Whistleblowing Policy - Equal Opportunities - Anti-Bribery and Corruption - Prompt Payment Code	Yes	In FY 2024/25, all new starters will read and understand Value Match's policies related to human rights and labour standards, as part of onboarding. - Modern Slavery and Human Trafficking Policy - Grievance Policy - Whistleblowing Policy - Equal Opportunities - Anti-Bribery and Corruption - Prompt Payment Code
Ensure all Value Match staff have the right to work in the UK.	Yes	Moving forward, we will continue to ensure that all our staff have right to work in the UK.

Enhancing prevention capacity through training		
KPI 2023/24	Achieved?	KPI for 2024/25
In FY 2023/2024, 100% of all Value Match new starters , as of the writing of this document, will complete the Human Trafficking and Modern Day Slavery training within the first four weeks of joining as part of onboarding. Furthermore, 100% of all staff (not new starters) will re-complete the training.	No	In FY 2023/2024, we will review the suite of trainings as part of current 4-week long onboarding to identify how better we can deliver these to ensure essential training effectively upskills our staff.
Implement at least quarterly role-specific modern slavery training for Value Match team members.	Yes	Moving forward, we will be conducting role-specific training related to projects and tasks as needed. We will also start delivering modern slavery awareness webinars externally to increase capacity among our partners, clients, and wider network.

Continual Improvement of Governance		
KPI 2023/24	Achieved?	KPI for 2024/25
In FY 2023/2024, the following policies will be reviewed and amended as necessary better serve their roles: - <i>Modern Slavery and Human Trafficking Policy</i> - <i>Grievance Policy</i> - <i>Whistleblowing Policy</i> - <i>Equal Opportunities</i> - <i>Anti-Bribery and Corruption</i> - <i>Prompt Payment Code</i> Staff will be informed if these policies have been amended and will need to read and understand them accordingly.	Yes	In FY 2024/2025, we will make key suppliers aware of changes to our Modern Slavery and Human Trafficking Policy and collaborate to make it effective, where practical and where we have influence.
Despite not being a relevant organisation under <i>Section 54 "Transparency in supply chains"</i> of the <i>Modern Slavery Act 2015</i>, we believe that creating a modern slavery statement is the right thing to do and <i>will undertake creation of a Modern Slavery Statement for FY 2023/2024.</i> This will outline our organisational responsibilities and formalise our approach to mitigating modern slavery in our supply chains and employees.	Yes	As we have done for this year, we will put out a Modern Slavery Statement to outline the efforts and progress made for FY 2024/2025.

This statement has been approved by the leadership body of Value Match on 27th September 2024.

Signed on behalf of Value Match Services Limited

Approved: David Shields

Position: Director / Co-Founder

Date: 27th September 2024

Signature: 

Version	Author	Amendment Date	Description
V1.0	Euan Chan	27 th September 2024	First Final document

Appendix A

Modern Slavery and Human Trafficking

1. Purpose

- 1.1 The purpose of the policy is to outline Value Matches commitment to comply with the Modern Slavery Act 2015 and outline ways for suppliers and their staff to report any concerns.

2. Definitions

2.1 Modern Slavery

- 2.1.1 Value Match utilises [Anti-Slavery International's](#) definition of modern slavery, which is any situation “when an individual is exploited by others, for personal or commercial gain. Whether tricked, coerced, or forced, they lose their freedom”. This can include, but is not limited to forced labour, debt bondage, and child labour.
- 2.1.2 An inclusion within the umbrella of modern slavery that requires further detail is human trafficking. Our choice of definition is mapped to the [Palermo Protocol](#) meaning “the recruitment, transportation, transfer, harbouring or receipt of persons, by means of threat or use of force or other forms of coercion, of abduction, of fraud, of deception, of the abuse of power or of a position of vulnerability or of the giving or receiving of payments or benefits to achieve the consent of a person having control over another person, for the purpose of exploitation”.
- 2.1.3 While modern slavery above is defined using these various sources, the spirit of this policy is to prevent situations where working conditions are unideal, harmfully restrictive, and exploitative.

3. Scope

- 3.1 Value Match is committed to carrying out procurement activities in a socially, ethically, and economically responsible manner and to entering into contracts with providers and/or suppliers that share and adhere to its vision. To demonstrate this commitment, providers and/or suppliers must comply with the principles of this statement and make all reasonable endeavours to ensure compliance across its supply chains.

3.2 The principles are as follows:

- a. Ensure all working conditions are adherent to local and/or national laws.

- b. Ensure that all workers are provided all relevant information regarding their employment rights during all stages of employment, including recruitment.
- c. Not to employ, support or condone any form of modern slavery or human trafficking and to comply with the Modern Slavery Act 2015.
- d. Not to use forced, involuntary, or underage labour.
- e. Employees should be free to choose their employment and leave that employment without hold by financial deposit or personal items.
- f. Employees should not be made to pay recruitment-related fees.
- g. Employees should be given full freedom of movement.
- h. Not to have workers experience any form of threats, violence, or intimidation.
- i. Forced, bonded or involuntary prison labour shall not be used.
- j. Support the effective abolition of child labour.
- k. Comply with the national minimum age for employment, unless a lower local minimum age is permitted under International Labour Organisations (ILO) convention 138.
- l. Where any child is found to be engaged in or performing child labour, to provide support for that child to enable them to complete, as a minimum, their compulsory education (even if they shall cease to be involved in child labour), or an equivalent educational level, as provided for under the UN Covenant on Economic, Social and Cultural Rights. Such support by the provider should recognise and not prove detrimental to the conditions of the child or those that their work supports.
- m. To provide suitable working conditions and terms
- n. For staff aged 25 and over and not in the first year of an apprenticeship, at least the National Living Wage must be paid in accordance to the rates detailed at <https://www.livingwage.gov.uk/> as updated from time to time (UK-specific).
- o. For staff under 25, at least the right rate of National Minimum Wage must be paid in accordance with the rates detailed at <https://www.gov.uk/national-minimum-wage/employers-and-the-minimum-wage> as updated from time to time. The above must be paid without discrimination to all employees and all non-statutory deductions must be with the consent of the employee (UK specific).
- p. Working hours must not be excessive and overtime should not be compulsory.
- q. A safe and hygienic environment must be provided.
- r. Policies and processes must be in place for recording and eliminating occurrence/reoccurrence of health and safety related incidents.
- s. Allow employees the freedom of association to join (but not be forced to join) or be represented by a trade union or similar organisation of their choice.
- t. Provide a workplace free from discrimination, harassment, or victimisation, respecting and protecting the 9 Characteristics outlined in the UK Equality Act 2010.

- u. To not confiscate the identification documents of workers. In the event that keeping of worker identification documents is consensual and is for safekeeping purposes, safeguards must be in place to ensure unrestricted access to these documents by the worker(s).
- v. In the event of a case of exploitation, workers should be given access to remedy, compensation, and justice.

3.3 Value Match reserves the right to seek further evidence of provider's approaches to ensuring that modern slavery in all its forms is not occurring within the provider or supplier's supply chain.

3.4 If a provider and/or supplier held to this policy is made aware of a case of modern slavery within their operations or supply chain, this should be reported to Value Match through Lindsay Rosul ([l](#)) and/or Euan Chan (euan.chan@valuematch.co.uk).

3.5 Should a provider's turnover be £36M or above, the legal obligation to publish a Modern Slavery Statement annually arises. Value Match reserves the right to request evidence of compliance with this.

4 Reporting concerns around modern slavery and/or suspected exploitation

4.1 Who this section applies to

4.1.1 This section around reporting modern slavery and exploitation concerns or suspicions applies to senior managers, officers, employees, consultants, trainees, homeworkers, part-time and fixed-term workers, casual workers, agency workers, volunteers, and interns (collectively "**Value Match staff**"). It also applies to Value Match's suppliers, providers, and their staff (collectively "**suppliers and their staff**").

4.2 Reporting a concern

4.2.1 In the event that you suspect exploitation in your workplace which requires more specific guidance on reporting beyond your organisation's whistleblowing mechanism, please follow the following procedure:

- 4.2.1.1 If the person concerned is in immediate danger, please call the police on 999.
- 4.2.1.2 If the person is not in immediate danger but you require advice, please dial the Modern Slavery Helpline on 08000 121 700 and/or the police at 101.
- 4.2.1.3 Please refer to the [National Crime Agency's guidance](#) on this if you need more details.
- 4.2.1.4 If you are located outside the UK, please contact your respective law enforcement and modern slavery support organisations.

- 4.2.1.4.1 [Polaris' Global Modern Slavery Directory](#) provides an extensive list of global organisations that provide support. This may be a preferable route if local law enforcement is not an effective and/or impartial route.
- 4.2.2 Please email your concern/report to Lindsay Rosul (lindsay.rosul@value-match.co.uk), and/or Euan Chan (euan.chan@value-match.co.uk) if:
- 4.2.2.1 If you are a member of Value Match staff and have seen a suspected or actual case of exploitation and require further guidance beyond the whistleblowing mechanism and/or grievance policy.
 - 4.2.2.2 You are a supplier of Value Match and have been made aware of a case of suspected or actual exploitation among your staff or suppliers. This is a reiteration of point 3.4's requirement.
 - 4.2.2.3 You are a staff member of a Value Match supplier and have seen a case of suspected or actual exploitation in your workplace and require further support beyond your own organisation's whistleblowing mechanism.
- 4.2.3 In the event we receive a report, we will work to resolve the concern as soon as possible on a case-by-case basis. This could look like, but is not limited to:
- 4.2.3.1 Working with the reporting staff member(s) to report the concern to the relevant authorities.
 - 4.2.3.2 Working with a supplier to address a case of exploitation and identifying how to prevent future occurrences and how to facilitate appropriate protection, remedy, and compensation.
- 4.2.4 Value Match will support anyone who raises genuine concerns in good faith under this policy and ensure that no detrimental effects come to the reporter, even if they turn out to be mistaken.

Approved: David Shields

Position: Director

Date: 28th March 2024

Signature: 