

PICSOLVE

MODERN SLAVERY Policy and Guidance

Version 1 – August 2019



Contents

1	Version Control	2
2	Company Statement	2
3	What it is;	2
4	Potential Indicators;	3
5	Who to contact;	3
Appendix One - Safecall Whistleblowing Line – Freephone Telephone Numbers		

1 Version Control

Version No	Date Issued	Updated Details	Approved by	Issued By
V1	August 2019	First Version Issued	TBC	Tori Chapman

2 Company Statement

Picsolve International recognizes and embraces its legal and moral responsibility regarding Modern Slavery and Human Trafficking and will take reasonable steps to ensure that no such activities arise within or in support of its business.

Picsolve aims to ensure that no modern slavery or human trafficking exists in any form within its business, subsidiaries or within our partners and suppliers. We will comply with all recognized codes of practice and legislations regarding human rights, working conditions and employment/organizational practices and will implements measures to ensure that our partners and suppliers reach these standards also.

3 What it is;

Human trafficking is to illegally move individuals for typical purposes of forced labour or commercial sexual exploitation.

Someone would be considered as being in slavery if;

- They are forced to work through the threat of mental or physical injury
- They are owned or controlled by an ‘employer’ through the action of or threat of mental or physical abuse.
- They are dehumanized, treated as a commodity or bought/sold as though property.
- They are physically constrained or have are restricted in terms of their freedom of movement.

Definitions;

- Slavery – Where ownership is exercised over an individual.
- Servitude – Obligation to provide services through coercion, abuse of the threat of abuse.
- Forced labour – An individual being forced to work against their will due to threat of punishment.

4 Potential Indicators;

Should an individual be a victim of slavery or human trafficking, indicators such as the below may be witnessed or discovered through conversations;

- Signs of being controlled or dependent on another individual
- Fear of police/figures of authority
- Signs of physical or psychological trauma
- The withholding of wages i.e. paid very little or not paid at all
- Malnourishment
- Excessive hours or overtime with few breaks
- Limited freedom of movement e.g. unable to do things after/before work
- Fearful of disclosing too much about their situation.

5 Our policies

We have a number of internal policies to ensure that we are conducting business in an ethical and transparent way. These include:

- Recruitment policy – robust processes are in place to ensure that all Picsolve employees undergo the relevant right to work checks
- Whistleblowing policy – to ensure that employees know they can raise concerns about how colleagues are treated, or practices within the business or supply chain, without fear of repercussions
- Business code of conduct policy – outlines the organisational standards expected from employees and suppliers

6 Who to contact;

Should any member of Picsolve Staff suspect any instance of modern slavery of any individual, they should immediately contact their line manager and report their concerns. Line Managers must ensure that any and all concerns are recorded and immediately passed to a senior member of the HR Team who will involve external organisations as required in a timely manner.

Should an individual not feel comfortable reporting any of their concerns to their line manager, they should seek to contact a member of senior management or utilise the confidential global whistleblowing hotline SafeCall for which the contact details are clearly accessible within Picsolve offices, on Picsolve People and enclosed within this policy.

Appendix One; Safecall Whistleblowing Line – Freephone Telephone Numbers

Country	Telephone number	Freephone Y/N
China	China Unicom/Netcom 10800 7440605	Y
China	China Telecom 10800 4400682	Y
Denmark	00 800 72332255	Y
Germany	00 800 72332255	Y
Hong Kong	3077 5524	Y
Italy	00 800 72332255	Y
Netherlands	00 800 72332255	Y
Singapore	800 4481773	Y
South Korea	001 800 72332255 (Korea Telecom)	Y
South Korea	002 800 72332255 (Dacom)	Y
Spain	00 800 72332255	Y
Thailand	001 800 72332255	Y
UAE	8000 4413376	Y
UK	0800 9151571	Y
USA	1 866 901 3295	Y