



Modern Slavery and Human Trafficking Statement

This statement sets out Compass Supply Solution's actions to understand all potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its own business and its supply chains. This statement relates to actions and activities during the financial year 1 Nov 2020 to 31 October 2021.

Compass Supply Solutions recognises that it has a responsibility to take a robust approach to slavery and human trafficking.

The organisation is absolutely committed to preventing slavery and human trafficking in its corporate activities, and to ensuring that its supply chains are free from slavery and human trafficking.

Compass Supply Solutions have a zero-tolerance stance to slavery and human trafficking within our own organisation and that of our suppliers. We pledge to continually review the measures we take to ensure that our supply chains are free from slavery. We operate several internal policies relating to procurement, recruitment and whistleblowing to ensure we are conducting business in an ethical and transparent manner.

Supply chain due diligence processes

Compass Supply Solutions operates a supplier approval process as part of our quality management system. We conduct due diligence on all suppliers before allowing them to become an approved supplier, together with re-approval of current suppliers at a flexible timescale based on risk. This process has been updated to include a section relating to the provisions of the Modern Slavery Act, together with an online check. In addition to the above, as part of our contract with our suppliers, we require that they confirm to us that:

- They have taken steps to eradicate modern slavery within their business through relevant policies, right to work in the UK pre-employment checks and payment to employees of at least the National Minimum Wage / National Living Wage as appropriate
- International suppliers pay their employees any prevailing minimum wage applicable within their country of operation

Compass Supply Solutions Ltd

Registered Office: Unit 3 Crompton Way | Fareham | Hampshire | PO15 5SS | UK
T: +44 (0)1329 690 000 | F: +44 (0)1243 513 893 | E: info@css-group.co.uk | W: www.css-group.co.uk
Registered in England | Company Registration Number: 03174607 | VAT Number: 902 1812 66

Chichester Bond Ltd Trading as Chichester Bonded Solutions

Registered Office: Unit 3 Crompton Way | Fareham | Hampshire | PO15 5SS | UK
T: +44 (0)1243 779 477 | F: +44 (0)1243 513 893 | E: info@chichesterbond.co.uk | W: www.chichesterbond.co.uk
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- They operate a zero-tolerance approach to Modern Slavery within their own supply chain, including supplier due-diligence checks and mechanisms for reporting suspected instances of Modern Slavery & Human Trafficking
- Where required, produce a Modern Slavery Statement detailing the steps you have taken to ensure your business and supply chain are slavery free

Management commitment & training

Compass Supply Solution staff members, including those involved in the procurement of goods and services have undertaken training to understand Trafficking, Exploitation and Modern Slavery during the past financial year. The training examines different types of exploitation, how individuals become victim to abuse and what actions professionals should take to recognise victims and help them.

This statement is made pursuant to section 54 (1) of the Modern Slavery Act 2015

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