



MODERN SLAVERY ACT

MODERN SLAVERY AND HUMAN TRAFFICKING

Purpose

This statement is prepared for the purposes of the Modern Slavery Act 2015 and forms our slavery and human trafficking awareness and compliance.

By Management: Reliance International Limited

Business Services: Business Process Outsourcing
Outsourcing / Offshoring
Customer Service Support
Accounts Payable Support
Accounts Receivable Support
Tech Support

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REGULATORY OVERSIGHT

As we believe that everyone should have an equal opportunity to work, Reliance International limited complies with the applicable employment laws and our obligation is to ensure fairness in the hiring both permanent and temporary without discrimination as well as in establishing business to business relationships. All of our stakeholders (internal and External) have a responsibility for maintaining a respectful work and business atmosphere, free of abusive or unprofessional conduct

We are committed to respect the workplace and business environment including, our full support for international efforts to promote ethical principles and practices related to the prevention of the exploitation and abuse associated with modern slavery and human trafficking. We also expect commitment to these principles from all organisations with which we do business and will not support or do business knowingly involved in slavery or human trafficking.

- 1) We always aim to carry out our business in full compliance with laws, regulations and best practice for our business principles, our services, our suppliers and our supply chain.
- 2) As a BPO service provider, we consider the risk of modern slavery within our business to be next to none therefor, we do not maintain separate policies in relation to those matters, nor provide specific training on them to most of our staff.
- 3) Our "supply chain" in relation to the provision of professional services, consists in the main of other regulated and trusted professional services like banks etc.
- 4) We believe our service providers to be very low risk with trafficking and modern slavery activities, and so we do not at this stage take or propose to take any specific action in relation to these professional services relationships beyond our normal supplier approval processes.
- 5) For a supplier to be "approved", the firm generally requires a prospective supplier to provide certain information and undertakings about its supply chain and other business practices hence we believe we are very low risk to the act.
- 6) Many of our suppliers are used only on an occasional or once-off basis and we expect that where they are UK or US based many will have their own direct obligations under the Modern Slavery Act and/or their own regulatory oversight regime in any event

- 7) We do have existing policies and procedures relating to grievances, ethics, fraud and corruption, disciplinary issues and whistleblowing which we are confident are sufficient to allow and encourage any LLP Member, employee, supplier or agency worker with relevant information about modern slavery or human trafficking to come forward without fear of retaliation and also to allow the firm to take any necessary corrective action immediately.

For further information we have attached the act. [Modern Slavery Act 2015 \(legislation.gov.uk\)](https://www.legislation.gov.uk/ukpga/2015/94)

Our Corporate Responsibility

Although we are confident that the issue has never so far arisen in practice, we are aware of the need to avoid imposing demands on our suppliers and if our experience or perception of the extent of that risk changes then this position will be revisited as we take responsibility to be compliant with the Modern Slavery Act.

Gregory Uzande

Gregory Uzande | CEO
Reliance International Limited