

Appendix II – Excerpt from the Output Specification – Integrated Facilities Management Contract – Derwent Facilities Management Limited

Modern Slavery and Human Trafficking

The Service Provider shall take all reasonable steps to mitigate the risk of modern slavery and human trafficking in its business and its supply chains.

From the Commencement Date, the Service Provider shall ensure that:

- All its operatives shall be employed directly by the Service Provider, unless prior written authority is obtained from the Client;
- Any third party supplier of labour to be used in the delivery of Services or Works Projects to the Client shall be the subject of a Due Diligence Audit prior to its first use and shall be the subject of a re-audit on a six-monthly basis for the duration of the Contract; and
- As soon as reasonably practicable after the completion of each audit, the Service Provider shall present to the Client its written certification of the successful completion of each Due Diligence Audit together with a record of and timetable for any preventive or corrective action taken or to be taken by the third party supplier of labour.

As soon as reasonably practicable after the Service Provider becomes aware of any incidence or reasonable suspicion of slavery or human trafficking occurring on or in the vicinity of the Client's site or in the Service Provider's supply chain, then the Service Provider shall take such immediate action as is recommended by the Gangmaster's and Labour Abuse Authority and shall forthwith inform the Client of the situation and keep the Client informed of developments.

Within six months of the Commencement Date, the Service Provider shall present to the Client a Modern Slavery and Human Trafficking Risk Mitigation Plan, which shall include firm plans and timescales, for:

- Identifying spend categories that are of high-risk of slavery and human trafficking;
- Undertaking risk assessments of key suppliers for slavery and human trafficking;
- Raising awareness of the risks as part of on-site induction training for managers and operatives;
- Displaying Gangmaster and Labour Abuse Authority posters in offices;
- Registering as a Business Partner on the *Stronger Together* portal to make use of their modern slavery communication material; and
- Launching an online modern slavery training module for managers, with a target date by which all Service Providers' managers involved in delivering the Services to the Client shall have completed the training.

For the purposes of this Section the following terms shall have the meanings so ascribed below:

- **“Due Diligence Audit”** shall mean the process whereby the Service Provider works with its third party supplier of labour to prevent exploitation of workers and manage the risk of slavery and human trafficking by using the Labour Supply Chain Due Diligence Checklist available for download from the *Stronger Together* website.

- **“Modern Slavery and Human Trafficking Risk Mitigation Plan”** shall mean the plan with timescales setting out the actions that the Service Provider shall take to help mitigate the risks of slavery, human trafficking and other labour rights abuse in the delivery of the Services and Works Projects to the Client.
- **“Stronger Together”** shall mean the not for profit organisation that provides businesses with practical training and resources to help them prevent the exploitation of workers and help them mitigate the risk of slavery and human trafficking in their business and supply chains. Its website can be found at <HTTPS://WWW.STRONGER2GETHER.ORG/>.