



RUBIXCONSULTING

Modern Slavery & Human Trafficking Policy

This policy comprises our slavery and human trafficking statement which is made pursuant to section 54(1) of the Modern Slavery Act 2015. Rubix consulting is committed to conducting business ethically and completely supports the aims of the Act and associated standards such as the UN Guiding Principles on Business and Human Rights.

Modern slavery is a destructive criminal offence and a violation of basic human rights. We are committed to tackling slavery and human trafficking where possible. This policy outlines the Company's commitment to preventing slavery and human trafficking in the business and the means by which we ensure that there is no human trafficking in our own operations. We all have an obligation to be vigilant to risk, regardless of magnitude. Any concerns raised by employees will be treated confidentially and management are expected to act accordingly.

Employment Practices

For recruitment within the business our screening process ensures that 'right to work' checks are carried out prior to issuing a contract of employment. All employees are over the age of 16 and have the required level of knowledge.

All direct employees are paid above the absolute minimum, compliant with UK legislation and this is under continual review.

All agency providers are required to assure us that all candidates are legally able to work in the UK. PAYE checks are performed prior to acquiring a new employee.

Policy Statement

This policy applies to all persons working for or on behalf of Rubix, in any capacity, including employees, directors, officers, agency workers, volunteers and agents.

Rubix Consulting strictly prohibits the use of modern slavery and human trafficking in our operations. We are committed to implementing measures and controls to ensure that modern slavery is not occurring within our Organisation. We expect our clients to have the same high standards and perform checks on their supply chain.

Commitments

We are a Company that expects those working for or on behalf of us to support and uphold the following safeguarding measures to prevent modern slavery:

- A zero-tolerance approach to modern slavery and human trafficking within our organisation
- Reporting modern slavery in any part of our organisation or the supply chain of any interested parties is the responsibility of all personnel working for or on behalf of Rubix
- Employees must not facilitate or participate in any form of activity that could lead to breach of this policy
- We are committed to working with our interested parties to address the risk of modern slavery and/or human trafficking in our operations
- We take a risk-based approach and do not support or engage in business with parties that are knowingly involved in slavery and human trafficking



Sanctions for breach

A breach of any of the provisions of this Policy will constitute a disciplinary offence and will be dealt with in accordance with the Company’s disciplinary procedure. Depending on the gravity of the offence, it may be treated as gross misconduct and could render the employee liable to summary dismissal.

As far as associated persons are concerned, a breach of this Policy could lead to the suspension or termination of any relevant contract, sub-contract, or other agreement.

Signed for and on behalf of Rubix Consulting:



Umbreen Munir – Director

Date: 15th January 2022

