

About Advance Group

Advance Group provides Telemarketing & Lead Generation services to UK client in the Construction Industry and Built Environment sector. We are committed to ensuring there is no modern slavery within our organisation or supply chain. Our supply chain, which is uncomplicated, consist of fellow SMEs or large corporations with whom we have close relationships that enable us to provide assurance.

Policies

Our policies provision for, and empower our staff to, apply ethical practices with our clients, society and the environment. Throughout our business we promote equality and put measures in place to safeguard employees' safety. We have a zero-tolerance policy to bullying, harassment, or any form of discrimination.

Our Approach

Advance Group recognises its responsibility to its clients and society as a whole, we recruit and work with individuals and entities who share our passion and values. We ensure our responsibility by carefully selecting and performing due diligence on our supply chain. We request the necessary information to assess each subcontractor's legal status to operate in the UK and assess their organisation's capacity to work with us. We assess risk based on the subcontractor's organisational structure, for the organisations who meet the criteria we assure ourselves that a Modern Slavery statement has been published.

Our organisation continues to expand maintaining its capacity to provide valued services in the transportation sector. We ensure our employees and supply chain have the legal rights to work for, or collaborate with, us.

We developed this statement to outline our approach to safeguarding against modern slavery and human trafficking taking place in our organisation. We will continue to mitigate against this issue by following our policies and recruiting practices.

Training

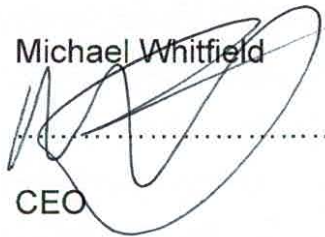
Advance Group is committed to training all its new staff on the requirements of the Modern Slavery 2015 Act and providing an annual refresher for the organisation. We expect our employees to report any cases through established channels.

Modern Slavery Statement

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Advance Group's modern slavery and human trafficking statement for our business moving forward and until our next review by the board on or before 31st March 2022. This statement was approved by the Board of Directors on 21/09/20.

For, and on behalf of Advance Group

Michael Whitfield

A handwritten signature in black ink, appearing to be "Michael Whitfield", written over a horizontal dotted line.

CEO