



June 2017

**AKN RESOURCES LTD.**  
Your backbone for the construction industry

## Modern Slavery and Human Trafficking Statement

### Introduction

This Modern Slavery and Human Trafficking Statement relates to actions and activities during the financial year 1 April 2017 to 31 March 2018.

The statement sets down AKN Resources Ltd.'s commitment to preventing slavery and human trafficking in our business activities and the steps we have put in place with the aim of ensuring that there is no slavery or human trafficking in our own business and supply chains. We all have a duty to be alert to risks, however small. Staff are expected to report their concerns and management to act upon them.

### Organisational structure and supply chains

This statement covers the business activities of AKN Resources Ltd which are as follows:

AKN Resources Ltd is a specialised construction logistics, recruitment and cleaning company offering construction support services, cleaning services and supplies management personnel and trade operatives to most of the construction companies all over the country.

The following is the process by which the Company assesses whether particular activities or countries are high risk in relation to modern slavery or human trafficking:

- The Managing Director will discuss any concerns or recommendations/improvements to ensure all activities especially high risk activities carried out by the company are ethical and current.

Responsibility for the Company's anti-slavery initiatives is as follows:

1.1 Policies: the HR Manager is responsible for creating and reviewing policies. The process by which policies are developed is by looking at best practice and adapting to the needs of the Company.

1.2 Risk assessments: the Health and Safety Manager is responsible for risk assessments in respect of human rights and modern slavery by a process of investigations and due diligence.

1.3 Due diligence: HR department is responsible for due diligence in relation to known or suspected instances of modern slavery and human trafficking.



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## **Training**

To ensure a good understanding of the risks of modern slavery and human trafficking in our business and supply chains, the Company requires all relevant staff to be modern slavery and human trafficking trained or complete an online training course.

## **Policies**

The Company is committed to ensuring that there is no modern slavery or human trafficking in our business or our supply chains. This Statement affirms its intention to act ethically in our business relationships.

The following policies set down our approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in our operations:

2.1 Whistleblowing policy- the Company encourages all its workers, customers and other business partners to report any concerns related to its direct activities or its supply chains.

2.2 Employee OR Company Code of Conduct - The Code of Conduct sets down the actions and behavior expected of employees when representing the Company.

2.3 Corporate Social Responsibility (CSR) Policy- The Company's CSR policy summarises [how we manage our environmental impacts and] how we work responsibly with suppliers and local communities.

## **Due Diligence Processes for Slavery and Human Trafficking**

The Company undertakes due diligence when considering taking on new suppliers, and regularly reviews its existing suppliers. The Company's due diligence process includes

- Building long-standing relationships with suppliers and making clear our expectations of business partners
- Evaluating the modern slavery and human trafficking risks of each new supplier
- Invoking sanctions against suppliers that fail to improve their performance in line with an action plan provided by us, including the termination of the business relationship.



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## Performance indicators

The Company uses the following key performance indicators (KPIs) to measure how effective we are in ensuring slavery and human trafficking is not taking place in any part of our business or supply chains including:

- We require all relevant staff to have completed training on modern slavery by June 2018 OR use of labour monitoring and payroll systems.
- Developing a system for supply chain verification whereby the organisation evaluates potential suppliers before they enter the supply chain; and
- Reviewing its existing supply chains, whereby the organisation evaluates all existing suppliers.

This Modern Slavery and Human Trafficking Statement will be regularly reviewed and updated as necessary. The Board of Directors endorses this policy statement and is fully committed to its implementation.

This Modern Slavery and Human Trafficking Statement has been approved and authorised by:

Name: Benedicta Ohene

Position: Managing Director

Date: 20 June 2017