
Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

We are also committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chain. We expect the same high standards from all of our contractors, suppliers and other business partners. As part of our contracting processes, we include specific prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude and we expect that our suppliers will hold their own suppliers to the same high standards.

Scope

This policy applies to all our employees.

Responsibility for the policy

The ultimate responsibility for the prevention of modern slavery rests with the company's leadership. The managing director of OutProsys (Pty) Ltd has the overall responsibility for ensuring this policy and its implementation comply with our ethical obligations.

Policy elements

We are committed to ensuring that there is transparency within our business as well as our approach to tackling modern slavery throughout our supply chains. We expect the same high standards from all of our contractors, suppliers and other business partners.

OutProsys (Pty) Ltd will ensure that all relevant checks are done during our recruitment process to ensure that we know who is working for us and that each individual is allowed to be working for us. Every employee will be provided with a written contract detailing remuneration and hours of work.

All employees are expected to escalate any concerns that they have about suspected modern slavery to their line manager. These concerns will all be investigated timeously and with no negative repercussions to any individual who raises a concern.

Breaches of this policy

Any employee found to be in breach of this policy will face disciplinary action which could result in their dismissal.

If a supplier is found to be breaching this policy then we will work with them to put a plan in place to resolve all violations within an agreed time period.

We reserve the right to terminate the relationship with individuals and organisations in our supply chain if they are in breach of this policy.

Communication and awareness of this policy

Training on this policy will be provided where necessary.

This policy will be displayed on our website.

Our zero-tolerance approach to modern slavery must be communicated to all suppliers, contractors and business partners at the outset of our business relationship with them and reinforced as appropriate thereafter.