

Introduction

Zinc Consultants Ltd (“Zinc”) is a private recruitment company providing contract and permanent recruitment services primarily within the global Oil and Gas business. Our clients range from small privately-owned start-ups to major multi-nationals. Whilst our recruitment reach is global, the majority of our clients are based in NW Europe and North America.

The Modern Slavery Act 2015 depicts the various forms of Modern Slavery, including forced and compulsory labour and human trafficking, both of which are abuses of a person’s freedoms and rights.

Zinc is committed to ensuring that modern slavery is not inherent in any aspect of our business, always with the purpose of ensuring that operations are conducted in an ethical manner.

Throughout the course of our business dealings, we interact with both Client companies and Candidates seeking new positions. All such dealings are conducted in an ethical manner which is developed to ensure that modern slavery practices play no part in our operations, and that all stakeholders are treated with respect and integrity.

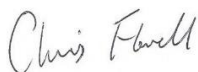
All of our staff are informed of our policies and are tasked with compliance to the following areas:

- Handling of Complaints
- Due Diligence in all aspects of the job
- Whistleblowing should they perceive any areas of non-compliance in the company’s activities
- Anti-Bribery and Anti-Fraud Policy

Ongoing Review

Given the arena in which we operate, generally placing highly qualified personnel into well rewarded roles in the Oil & Gas industry, we recognise that our business is at low risk of exposure to Modern Slavery practices. Nevertheless, we continually review our operations to ensure full compliance in this area. Whilst the majority of our work is in the NW European and North American markets where we perceive low risk of Modern Slavery practices, we do additionally operate in West Africa and other 3rd World regions where greater vigilance is required. However, in all such cases, we are interacting with highly reputable oil companies and service providers, whose ethics and practices in this regard are well-documented and vigilant.

This statement constitutes Zinc’s slavery and trafficking statement for financial year 2019/2020 with respect to section 54(1) of the Modern Slavery Act 2015.



Chris Flavell
Executive Chairman
Zinc Consultants Ltd