

ANTI-SLAVERY AND HUMAN TRAFFICKING POLICY AND STATEMENT

Precise Research Solutions

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POLICY STATEMENT

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 have zero-tolerance approach to modern slavery and we are committed to acting ethically and with the integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in any of our supplychain.

PRECISE RESEARCH SOLUTIONS PVT. LTD (referred to as we, us or our) are committed to acting ethically and with integrity in all our business relationships and take a zero tolerance approach to slavery and human trafficking. We aim to comply with the Modern Slavery Act 2015 (MSA) and expect our suppliers, and their supply chains, to take all reasonable and practical steps to comply with the MSA. We also expect our suppliers, and their supply chains, to engage in good employment practices and to comply with all relevant legislation and regulations in the countries in which they operate. This statement and policy covers services provided to our clients in UK from any of our office locations.

This policy applies to all persons working for us or on our behalf in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers, interns, agents, contractors, external consultants, third-party representatives and business partners.

This policy does not form part of any employee's contract of employment and we may amend it at any time

OUR ORGANISATION

Precise Research Solutions Pvt. Ltd. is an Online Market Research Data Collection company providing several research services across a wide range of business sectors from our Indian office to businesses in the UK and other markets.

True-opinion is a wholly owned subsidiary of Precise Research Solutions Pvt. Ltd., providing platform to take part in online surveys to our members from not only India but to other countries like US,CA,UK and other Asian and European Countries from our offices in the India.

We do not have intricate supply chains. Our suppliers are primarily providers of Market Research Data Collection/ Online Advertising Companies/Online Survey services for our office in India.

RESPONSIBILITY FOR THE POLICY

- The board of directors has overall responsibility for ensuring this policy complies with our legal and ethical obligations, and that all those under our control comply with it.
- The HR Manager has primary and day-to-day responsibility for implementing this policy, monitoring its use and effectiveness, dealing with any queries about it, and auditing internal control systems and procedures to ensure they are effective in countering modern slavery.
- Management at all levels are responsible for ensuring those reporting to them understand and comply with this policy and are given adequate and regular training on it and the issue of modern slavery in supply chains
- You are invited to comment on this policy and suggest ways in which it might be improved.

Comments, suggestions and queries are encouraged and should be addressed to the compliance manager at Compliance@preciseresearchsolutions.com

COMPLIANCE WITH THE POLICY

- You must ensure that you read, understand and comply with this policy.
- The prevention, detection and reporting of modern slavery in any part of our business or supply chains is the responsibility of all those working for us or under our control. You are required to avoid any activity that might lead to, or suggest, a breach of this policy.
- You must notify your manager OR the HR Manager as soon as possible if you believe or suspect that a conflict with this policy has occurred, or may occur in the future.
- You are encouraged to raise concerns about any issue or suspicion of modern slavery in any parts of our business or supply chains of any supplier tier at the earliest possible stage.
- If you believe or suspect a breach of this policy has occurred or that it may occur you must notify your manager report it in accordance with our Whistleblowing Policy as soon as possible.
- If you are unsure about whether a particular act, the treatment of workers more generally, or their working conditions within any tier of our supply chains constitutes any of the various forms of modern slavery, raise it with your manager or HR Manager.
- We aim to encourage openness and will support anyone who raises genuine concerns in good faith under this policy, even if they turn out to be mistaken. We are committed to ensuring no one suffers any detrimental treatment as a result of reporting in good faith their suspicion that modern slavery of whatever form is or may be taking place in any part of our own business or in any of our supply chains. Detrimental treatment includes dismissal, disciplinary action, threats or other un-favorable treatment connected with raising a concern. If you believe that you have suffered any such treatment, you should inform the compliance manager immediately. If the matter is not remedied, and you are an employee, you should raise it formally using our Procedure, which can be found in the company handbook on Precise Research's HR.

The following policies are relevant to monitor and reduce the risk of modern slavery occurring within our business or its supply chains:

- This Anti-slavery Policy and Statement;
- Procurement Policy;
- Corporate social responsibility policies and procedures; and
- Reporting Breaches.

STEPS FOR THE PREVENTATION OF MODERN SLAVERY

In our efforts to monitor and reduce the risk of modern slavery occurring within our business and its supply chains, we will carry out:

- a risk assessment to determine the level of risk of modern slavery posed to our business;
- a supplier risk assessment should be carried out to identify if any parts of our business or our suppliers are at risk of modern slavery so that efforts can be focused on those areas.

In light of these assessments we have concluded that the risk of modern slavery occurring within our business and its supply chains is low.

FURTHER ACTIONS

Our Procurement Policy sets out minimum standards (Minimum Standards) which require suppliers to confirm that they are taking all reasonable and practical steps to comply with the MSA in their own supply chains. We continue to monitor and reduce the risk of modern slavery occurring in our business and supply chains by:

- requiring all new major suppliers to confirm compliance with our Minimum Standards;
- requiring all existing major suppliers to confirm compliance with our Minimum Standards on an annual basis; and
- implementing training for support teams involved in procurement.

We will assess any instances of non-compliance with our Minimum Standards on a case-by-case basis and will tailor remedial action appropriately. This remedial action may result in us deciding not to establish a relationship with a new supplier or the termination of our relationship with an existing supplier.

BREACHES OF THIS POLICY

- Any employee who breaches this policy will face disciplinary action, which could result in dismissal for misconduct or gross misconduct.
- We may terminate our relationship with other individuals and organisations working on our behalf if they breach this policy

COMMUNICATION AND AWARENESS OF THIS POLICY

- Training on this policy, and on the risk our business faces from modern slavery in its supply chains, forms part of the induction process for all individuals who work for us, and regular training will be provided as necessary.
- 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.

STATEMENT

- This policy sets out the steps which we have taken and are continuing to take to ensure that slavery and human trafficking is not taking place in any part of our Indian business or supply chains. This statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015 and constitutes the slavery and human trafficking statement for Precise Research Solutions Pvt. Ltd. for the financial year ending 30 April 2017.
- This policy and statement was approved by the Board Directors of Precise Research Solutions Pvt. Ltd. on behalf of its members on 11 October 2017.