



Modern Slavery and Human Trafficking Policy Statement

Signature:

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Our Values



INNOVATION



PARTNERSHIP



EXCELLENCE



INTEGRITY



INTRODUCTION

This statement is made pursuant to section 54 (1) of the Modern Slavery Act 2015 and constitutes our Group's Slavery and Human Trafficking statement for the current financial year. Modern Slavery and Human Trafficking is the exploitation of job applicants or workers by third party individuals or gangs other than the Client. It includes forced labour and human trafficking for labour exploitation; payment for work-finding services and work-related exploitation such as forced use of accommodation.

The nature of our business is such that we deal with temporary and often transient workforces, who could be susceptible to Slavery and Human Trafficking. We recognise this and are committed to developing and adopting a proactive approach to tackling Modern Slavery and Human Trafficking within our business and in so far as is reasonably practicable, within our supply chain.

DUE DILLIGENCE

As part of our initiative to identify and mitigate risk to our clients, candidates and our own business;

- To ensure adequate competence in understanding Modern Slavery we train our consultants to identify signs of modern slavery and how to report any suspicions.
- We have implemented standard procedures and recruitment practices business wide and all our branches are subject to internal audits against those procedures.
- We regularly interrogate our database and look for indicators of Modern Slavery and conduct investigations where necessary.
- We are Association of Labour Providers (ALP) members.
- We hold a Gangmasters & Labour Abuse Authority (GLAA) Licence.
- We are a Recruitment and Employment Confederation member having passed their mandatory compliance test achieving 100%
- We provide information to our own employees and temporary workers via several formats including posters and leaflets and within our candidate registration packs and on line via our website.
- New supplier vetting includes ensuring the potential provider has a Modern Slavery Statement and Policy in place, that they self audit against their policy commitments and that the results of those audits are available on request. Breaches in compliance can result in supplier status being withdrawn.
- We are 'B' member on Sedex and are regularly audited by our external clients in line with GLA and ETI standards where the focus is around Modern slavery.