

1. Introduction from the Operations Director

Modern slavery and human trafficking remains a hidden blight on our global society. We all have a responsibility to be alert to the risks, however small, in our business and in the wider supply chain. All staff of the Company are expected to report concerns and management are expected to act upon them.

2. Organisation's Structure

The Company is a recruitment agency that supplies temporary and permanent staff for sectors including:

- **Administrative;**
- **Accountancy and finance;**
- **Catering and hospitality;**
- **Contact centres;**
- **Driving;**
- **Executive search;**
- **Food manufacturing and packaging;**
- **Industrial and Manufacturing;**
- **Pharmaceuticals; and**
- **Construction.**

The Company's head office and other business premises are in the UK, which has over 30 employees and carries on business within the UK.

The Company has an annual turnover which is not in excess of £36,000,000.00, but does provide services to customers who do have a turnover in excess of this sum.

3. Our Business

Our business is organised into eight separate business units across England and Wales; Avonmouth, Bridgend, Cardiff, Newport, Pontypool, Pontypridd, Queensferry and Swansea.

4. Our Supply Chains

Our supply chains include the sourcing and provision of temporary and permanent staff for several sectors.

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5. Our Policies on Modern Slavery and Human Trafficking

The Company is committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. The Company's modern slavery and human trafficking policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure modern slavery and human trafficking is not taking place anywhere in our supply chains.

6. Due Diligence Processes for Slavery and Human Trafficking

As part of our initiative to identify and mitigate risk we:

- Where possible, build long standing relationships with local suppliers and clients and make clear our expectations of business behaviour;
- With regards to national or international supply chains, our point of contact is preferably with a UK company or branch and we expect these entities to have suitable anti-slavery and human trafficking policies and processes. We expect each entity in the supply chain to, at least, adopt 'one-up' due diligence on the next link in the chain. It is not practical for us (and every other participant in the chain) to have a direct relationship with all links in the supply chain, ultimately to the field or service generator.
- We have in place systems to encourage the reporting of concerns and the protection of whistle blowers.

We also have in place systems to:

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.
- Protect whistle blowers.

7. Supplier Adherence to Our Values

The Company has a zero tolerance to modern slavery and human trafficking. We expect all those in our supply chain and contractors to comply with our values. The Managing Director is responsible for compliance in their respective departments and for their supplier relationships.

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8. Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to relevant members of staff. All Directors have been briefed on the subject.

9. Our Effectiveness in Combating Slavery and Human Trafficking

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

- Completion of internal audits by the Managing Director/Directors
- Use of labour monitoring and payroll systems; and
- Level of communication and personal contact with next link in the supply chain and their understanding of, and compliance with, our expectations.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the Company's modern slavery and human trafficking statement for the current financial year.

Signed:

D. MATTHEWS

Dave Matthews
Operations Director

Marvelle Management Ltd T/A **Centric Recruitment**

If you have any questions, please contact us at:

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