

Modern Slavery Statement

This statement is made as part of Fusion Appointments Ltd 's commitment to eliminating the exploitation of people under the Modern Slavery Act 2015 (the Act). It summarises how Fusion Appointments Ltd operates, the policies and processes in place to minimise the possibility of any problems, any risks we have identified and how we monitor them, and how we train our staff.

This statement is published in accordance with section 54 of the Act, and relates to the financial year July 2016 to July 2017. It was approved by the board of directors on 2nd July 2016.

A handwritten signature in black ink, appearing to read "D. Caldwell", is positioned above the Director's title.

Director

1 Our Business

Fusion Appointments is a limited company operating in the recruitment sector. We provide introduction services in the recruitment sectors.

Fusion Appointments Ltd is an independent business.

1.1 Who we work with

The hirers that we work with, and the work-seekers we provide, are known to and identified by our staff. The temporary workers we supply are identified by our staff. Some of these work-seekers could operate through their own limited companies. Some of our work-seekers are supplied via other businesses, who facilitate providing them to the eventual hiring company.

As a "neutral vendor", we work with other businesses to supply workers to hiring companies. Some of the workers we supply are hired directly by other businesses, and we facilitate supplying them to the hiring companies. Some of these workers operate through their own limited companies.

The hiring companies that we work with are located predominantly in London and the South East of England. The work-seekers we supply predominantly live in the London/South East of England.

1.2 Other relationships

As part of our business, we also work with the following organisations

- the Recruitment and Employment Confederation (www.rec.uk.com)

Our Policies

Fusion Appointments Ltd has a modern slavery policy available on request.

In addition, Fusion Appointments Ltd has the following policies which incorporate ethical standards for our staff and our suppliers.

- Complaints procedures
- Equal Opportunities and diversity policy



- Anti-bribery policy
- Information security and data protection
- Environmental policy
- Documents as specified by REC membership and audits regarding compliance

1.3 Policy development and review

Fusion Appointments Ltd policies are established by our directors, based on advice from HR professionals, industry best practice and legal advice, and in consultation with REC Regulations and model documentation. We review our policies annually or as needed to adapt to changes.

2 Our Processes for Managing Risk

To assess the risk of modern slavery, we use the following processes with our suppliers:

- When engaging with suppliers, we ask for evidence of their processes and policies, including commitments around modern slavery, human trafficking, forced labour, human rights, and whistle-blowing.
- We review the potential for risk at regular intervals, including the possibility of re-auditing a supplier or conducting spot checks.

After due consideration, we have not identified any significant risks of modern slavery, forced labour, or human trafficking in our supply chain. However, we continue to be alert to the potential for problems.

Additionally, we have taken the following steps to minimise the possibility of any problems:

- We reserve the right to conduct spot-checks of the businesses who supply us, to investigate any complaints.
- We require the businesses we work with to abide by our code of supplier conduct / address modern slavery concerns in their policies / publish a modern slavery statement].
- We collaborate with our suppliers to improve standards and transparency across our supply chain.
- Only senior members of staff who have undergone appropriate training for assessing modern slavery risks in the supply chain are authorised to sign contracts and establish commercial relationships in any area where we have identified the potential for risk.
- We ensure that all our suppliers are members of appropriate industry bodies and working groups.

Our staff are encouraged to bring any concerns they have, to the attention of management.

3 Our Performance

As part of monitoring the performance of Fusion Appointment Ltd, we track the following general key performance indicators:

- Training internally on processes and procedures to be compliant as per REC guidelines and standards of best practice;

- Ensure that regular audits are adhered to enabling the supply chain to be checked.

Based on the potential risks we have identified, we have also established the following key performance indicators, which are regularly assessed by our board of directors:

- the percentage of suppliers who sign up to an appropriate code / provide their own modern slavery statements
- the percentage of workers and/or candidates supplied from audited businesses / our preferred supplier list
- the effectiveness of enforcement against suppliers who breach policies
- the amount of time spent on audits, re-audits, spot checks, and related due diligence
- the level of modern slavery training and awareness amongst our staff

We benchmark our indicators against industry best-practice, to ensure that we do not put undue pressure on our suppliers that might increase the potential for risk.

4 Our Training

All our staff receive training and support that is appropriate to their role. In particular:

- All our staff receive awareness-raising information around issues involving modern slavery and human trafficking, so that they can bring any concerns to the attention of management.

As part of this, our staff are encouraged to discuss any concerns that they have.

Training is refreshed annually.