

MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

Introduction

This statement is made in reference to section 54 (1) of the Modern Slavery Act 2015 and contributes to our company's modern slavery and human trafficking statement. This statement is published in accordance with section 54 of the Act and relates to the financial year November 2018 to 2019.

Defining modern slavery and human trafficking

Modern slavery and human trafficking are the exploitation of candidates and employees by a third party or gang. This includes enforced labour, underpaying the individual or requesting payment for job finding services and arranging the travel of another person with a view to them being exploited, even if they consent to travel.

Our company

We are a UK based recruitment company who specialise in both permanent and temporary recruitment. We operate in several different sectors including; industrial, hospitality, driving, manufacturing, admin and distribution.

Who we work with

All the hirers we work with and all the work-seekers we provide, are known to and identified by our staff. All the temporary workers we supply are identified by our staff. [Some of these work-seekers operate through their own limited companies.

Due diligence;

To eliminate risk and protect our clients, workers and business;

- 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 hold a Gangmaster Licensing Authority (GLA) licence
- We review the potential for risk at regular intervals, including the possibility of re-auditing a supplier or conducting spot checks.
- 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 collaborate with our suppliers in order to improve standards and transparency across our supply chain.

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

This statement is published in accordance with section 54 of the Act and relates to the financial year January 2019 to January 2020. It was approved by the Managing Director – John Wolfe on 07/01/2019.

Signature: John Wolfe