



## Modern Slavery and Human Trafficking Statement

### Introduction from The Staffing Network Limited

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 are committed to improving our practices to combat slavery and human trafficking.

**This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes [our OR our Group's] slavery and human trafficking statement for the financial year ending 31<sup>st</sup> March 2018.**

### Organisational Structure

We are a provider of Recruitment and Employment Services in the logistics, warehousing and manufacturing sector.

The Staffing Network Limited was incorporated on 15th February 2015, to supplying labour and driving personnel across the UK. We have currently 1000 registered applicants and an average of 120 workers current workers employed, managed and administered by a team of 10 Full time Employees and Directors.

We have a global annual turnover of under £5 million.

### Our Supply Chains

Our supply chains include: Jobs boards, payroll companies and Limited Company Contractors. All supply chain members are audited periodically to ensure taxation and Modern Slavery compliance, and adhere to our policy.

### Our Policies on Slavery and Human Trafficking

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business.

In light of the obligation to report on measures to ensure that all parts of our business and supply chain are slavery free and we have reviewed our workplace policies and procedures to assess their effectiveness in identifying and tackling modern slavery issues.

Our workplace policies and procedures demonstrate our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

### Due Diligence for Modern Slavery and Human Trafficking

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

### Supplier Adherence To Our Values

We have zero tolerance to slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our values we have in place a supply chain compliance programme.

- All suppliers must provide Modern Slavery and Human Trafficking policy and examples of adherence.
- All suppliers are audited to a minimum of once annually to ensure compliance

The compliance team is led by Tracy Ingram, and the Directors of the business.



## 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 information and if needed, training to our staff. We also require will require our business partners to provide training to their staff and suppliers and providers.

## Our Effectiveness in Combating Slavery and Human Trafficking

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

- The candidate is interviewed face to face
- The candidates are paid into their own bank account
- The Candidate can provide work history and references for previous employment.
- The candidate can provide Identification – Passport and National Insurance details
- The candidates are paid a fair rate of payment – equal or above the national minimum wage
- Ongoing updates of candidate information and contact with candidates to ensure candidates are not under influence or control of another party

## Further Steps

Following a review of the effectiveness of the steps we have taken 2017/2018 to ensure that here is no slavery or human trafficking in our supply chains we intend to take the following further steps to combat slavery and human trafficking:

- Endeavour to be audited and registered by Gangmaster Licencing Authority
- Ensure all staff and workers are aware of legislation and trained accordingly
- Continued vigilance to combat slavery and human trafficking

*Simon Powell*

DIRECTOR

THE STAFFING NETWORK LIMITED

Date: 20<sup>th</sup> April 2017