

## **MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT**

### **Introduction**

This statement has been published firstly to meet compliance with the Modern Slavery Act and to share our approach and commitment in tackling and preventing Modern Slavery offences both within our own operations and our supply chain, and is made pursuant to Section 54 of the Modern Slavery Act 2015. It is overseen by our Training and Development Director, Lisa Smith, and is supported by our Compliance Manger, Lisa Sprowell, as well as the Board of Directors.

### **About Us**

Essential Recruitment are an independent company operating as an employment business and employment agency sourcing and supplying staff for numerous sectors including food, manufacturing and warehousing. We are committed to developing and adopting a proactive approach to Modern Slavery and Human Trafficking in an attempt to ensure it is not taking place in our business.

We will continue to develop our policies and codes of practice, raise awareness, and consistently audit our processes. We will promote this throughout the business from our board of directors, through to the management team, branch teams and new recruits.

### **Training**

To ensure a high level of understanding of the risks of Modern Slavery and Human Trafficking in the business, training is provided to all staff and a process with additional checks is in place to make sure consideration is given by all staff when engaging and onboarding workers. All staff are made aware of what signals to look for, how these signals could indicate Modern Slavery and Human Trafficking is present and what to do should a situation arise. The training process for new employees covers Modern Slavery and Human Trafficking to create awareness and formulate the process to follow should a situation arise. To raise further awareness we will be conducting toolbox talks throughout the year to keep all employees informed of any changes within this area. We also fully support Slavery Day on an annual basis, raising awareness with our clients, candidates and staff.

### **Who We Work With**

All prospective candidates are interviewed face to face individually, with questions specifically targeted to try and identify whether they are subject to any form of Modern Slavery and Human Trafficking.

Should Essential Recruitment utilise the services of a third party to supply labour into their business we will ensure the other recruitment agency are licensed by the Gangmasters and Labour Abuse Authority and that they comply to the GLAA's standards. We also reserve the right to conduct spot-checks of the businesses who supply us, in order to investigate any complaints and ensure standards are being met and maintained.

## Our Processes

Regular checks are conducted by the Compliance Manager focusing primarily on duplicate bank details, addresses and National Insurance numbers. Any anomalies are investigated immediately. Having said that, we have not identified any significant risks of modern slavery, forced labour, or human trafficking within our network. However, we continue to be alert to potential problems.

Reception areas throughout the company now have a dedicated board detailing information about Modern Day Slavery and Human Trafficking, which all candidates have access to.

## Our Policies

In addition to our Modern Slavery Policy, we also have the following policies, which incorporate ethical standards for our staff:

- Corporate Social Responsibility Policy
- Bribery Policy
- Equal Opportunities and Diversity Policy
- Human Rights Policy

## Due Diligence

Working within the frameworks of our policies and codes of practice enables the business to carry out due diligence and manage risk through communications and supplier relationships.

**This is Essential Recruitment's Modern Slavery and Human Trafficking statement for the financial year ending 31<sup>st</sup> March 2021.**

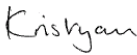
**We are committed to review this statement at least annually, or as changes arise.**

Board of Directors

Marc Orli



Kristyan Rachael



Lisa Smith



Alison Wilby



Gary Wilson



Carl Wootton

