

## **MODERN SLAVERY**

### **INTRODUCTION FROM THE MD**

We are committed to improving our practices to combat slavery and human trafficking and are keen to work with our recruitment agency partners, end user clients and staff to eradicate this practice in the United Kingdom.

### **ORGANISATION'S STRUCTURE**

We are a provider of temporary labour solutions in various sectors within the UK labour market. We have our head office in Chester in the UK. The Group has over 250 employees in the UK and operates primarily in the United Kingdom, with some overseas travel being undertaken by our employees as required.

### **OUR BUSINESS**

Our business is organised into three business units:

**We Payroll Limited** – an umbrella business supplying labour to various industries and sectors in the UK via recruitment businesses.

**We Contracting Limited** - an umbrella business supplying labour to various industries requiring Construction Industry Scheme registration in the UK via recruitment businesses.

**We Account Limited** – an accountancy practice providing specialist business support services to micro-businesses and personal services companies in the UK.

### **OUR SUPPLY CHAINS**

Our supply chains include recruitment businesses operating and specialising in various sectors in the UK with a view to supplying labour, services and/or personnel to UK based hirers.

### **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. Our Anti-slavery 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 slavery and human trafficking is not taking place anywhere in our supply chains.

### **DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING**

As part of our initiative to identify and mitigate risk, we have taken the commercial decision not to become engaged in the supply of unskilled manual labour to agricultural, seafood or manufacturing businesses.

We also maintain a heightened 'Know Your Client' process for all overseas nationals looking to secure work in the UK without discriminating against any workers on the basis of their race.

We have in place systems to:

Identify and assess potential risk areas in our supply chains with the use of an escalation process through our Compliance Team.

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 ETHICS**

We have zero tolerance to slavery and human trafficking and we are keen to ensure that all those in our supply chain comply with our ethics.

We have a dedicated Compliance Team, which consists of involvement from legal and accountancy businesses, this team will field any queries or comments from suppliers, customers, employees or regulators in relation to our approach to combatting slavery and human trafficking.

**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 ongoing training to our staff.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our Group's slavery and human trafficking statement for the financial year ending 31 July 2018.

Richard Baxendale