

# Modern Slavery Statement

This statement is made as part of RE Recruitment's commitment to eliminating the exploitation of people under the Modern Slavery Act 2015 (the Act). It summarises how we operate, the policies and processes we have in place, how we identify and manage the risks, and how we train our staff.

This statement is published in accordance with section 54 of the Act and relates to the financial year, 1st of August 2022 to 31st July 2023. It was approved by the Board of Directors in December 2022.

## Our business

RE Recruitment is a limited company operating in the recruitment sector. We provide essential recruitment services in various market sectors, including industrial, manufacturing, transport, logistics, hospitality, commercial, engineering and health and social care. RE Recruitment consists of RE People Ltd, RE Personnel Ltd and Safehands Recruitment Ltd.

Details of our [group structure](#).

## Our relationships

All of the hirers that we work with and the temporary workers we supply are known to and identified by our staff.

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

- the Gangmaster and Labour Abuse Authority
- the Association of Labour Providers
- the Recruitment and Employment Confederation
- Supplier Ethical Data Exchange (SEDEX)
- Stronger Together as the Advanced Business Partner

## Our policies

RE Recruitment has developed a Modern Slavery and Human Trafficking Policy which sets out clear objectives for the business. It reflects our commitment to acting ethically and with integrity in all parts of our business and throughout our supply chain [see [policies](#)].

In addition, RE Recruitment has the following policies to recognise, respect and protect the human rights of all staff.

- Policy on Bribery and Corruption
- Public Interest Disclosure (Whistleblowing) Policy
- Recruiter Compliance Principles
- Responsible Recruitment Policy
- Corporate Social Responsibility
- Young Workers Policy

Our policies are established by the Board of Directors based on the industry best practise, legal advice and ethical standards. We review all policies annually or more regularly where appropriate.

# Modern Slavery Statement

## Our Processes for Managing Risk

As a part of our commitment to identifying and addressing the risks of modern slavery and human trafficking, we will continue to undertake due diligence to improve compliance within our company. We are fully committed to ensuring transparency within the business and taking all possible steps to prevent any form of modern slavery or human trafficking.

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

- We conduct regular internal audits to assess the effectiveness of our policies and procedures.
- We conduct audits before entering into a commercial relationship with our supplier. These audited businesses form the basis of our preferred supplier list.
- When engaging with our clients, we ask for evidence of their processes and policies, including commitments around modern slavery, human trafficking, forced labour and human rights.
- We review the potential for risk at regular intervals, including the possibility of re-auditing a supplier or conducting spot checks.

Additionally, we have taken the following steps to mitigate possible risks:

- We reserve the right to conduct spot-checks of the businesses we cooperate with to investigate any complaints.
- We require the businesses we work with to address modern slavery concerns in their policies.
- We collaborate with our clients to improve standards and transparency across our supply chain.
- We work with Stronger Together, as the Advance Business Partner, to combat the risk of modern slavery and human trafficking.
- We collaborate with other recruitment agencies within the Compliance Intelligence Network to share the best practise and improve existing processes.

Our staff is trained to spot signs of modern slavery and human trafficking and are encouraged to bring any concerns they have to management's attention.

## Our Performance

As part of monitoring the performance of RE Recruitment, we track the following key performance indicators:

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- The level of modern slavery training and awareness amongst our staff.
- Report on % of information reports submitted requiring further action from external bodies.
- The amount of time spent on audits, re-audits, spot checks, and related due diligence.
- The speed with which we investigate related complaints and the effectiveness of any whistle-blowing procedures.
- The level of compliance and transparency we have established in our supply chain.

We carefully consider our indicators to assess the effectiveness of our processes and ensure that we do not put undue pressure on our suppliers that might increase the risk potential or unintentionally discourage staff from reporting concerns.

# Modern Slavery Statement

## Our Training

Relevant training is delivered to all staff to promote cultural change and to ensure high level understanding of the risks of modern slavery and human trafficking.

This training helps staff to:

- identify signs of modern slavery and human trafficking within the business and supply chain;
- assess the risk of slavery and human trafficking;
- understand the procedure and initial steps that would be taken in slavery or human trafficking is suspected, including how to escalate any potential issues; and
- understand that there are external trusted partners to share any identified risks and suspected issues, including representative bodies, industry associations or working groups.

As part of this, our staff are encouraged to discuss any concerns that they have. Training is refreshed annually or earlier if needed. Posters with information about signs of slavery and human trafficking placed in all offices.

*“Our lives begin to end the day we become silent about things that matter” Dr. Martin Luther King Jr.*



**James Gibbs**  
Group Managing Director



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