



Expect more.

Modern Slavery Statement 2023 - 2024



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Introduction

This statement is part of RE Recruitment's commitment to eradicating the exploitation of individuals under the Modern Slavery Act 2015 (the Act).

It outlines our operations, the policies and processes we have implemented, how we identify and manage risks, and the training we provide to our staff. This statement is published in accordance with Section 54 of the Act and applies to the financial year from August 2023 to July 2024. It was approved by the Board of Directors in December 2024.



About Us

RE People Limited (t/a RE Recruitment) is a company that operates in the recruitment sector. We offer essential recruitment services across various market sectors, including industrial, manufacturing, transport, logistics, hospitality, commercial, and engineering.

Detailed information about our group structure is available [here](#).

We provide both temporary and permanent staffing solutions and operate ethically, always prioritising the best interests of our workers. The Core Values that guide us as a leading service provider in our markets are very important to us and consist of:

WE ARE DRIVEN

The business requires and expects a **driven attitude in all that you do**.

Individual behaviours should be **driven towards the achievement and success of the company's aims and personal development**.

WE TAKE RESPONSIBILITY

You should **take ownership of situations that you are involved in**, being personally accountable means showing up and setting out to **accomplish the things you said you'd do**. You should see tasks through, and take responsibility for outcomes, good or bad.

You should not blame others if things go wrong, but rather do your best to make things right.

WE STRIVE FOR EXCELLENCE

You are expected to **stay focussed on the company's mission** and always remain steadfast in the pursuit of excellence.

You should **always do the right thing** and **do the ordinary things extraordinarily well**, recognising that excellence is a continuous process with no end.

Our Commitment & Policies

We are committed to taking a proactive approach to prevent, respond to, and address issues related to modern slavery and human trafficking. Our policies are developed and approved by our Senior Management Team to reinforce legal and ethical obligations. These policies apply to everyone working for us or on our behalf, including direct employees, agency workers, contractors, clients, consultants, and business partners. We enforce these policies through training and regular communication with staff members, as well as through contractual agreements with our customers. All policies are reviewed annually or more frequently when necessary.

We have established a Modern Slavery and Human Trafficking Policy that outlines the main objectives of our business and our commitment to acting legally, ethically, and with integrity. This policy is supported by additional internal documents, which can be found on pages 4 and 5.

The policies are based on the following standards:

Gangmaster and Labour Abuse Authority Licensing Standards
Ethical Trading Initiative Base Code
International Labour Organisation Fair Recruitment Initiative
The Employer Pays Principle
The Dhaka Principles for Migration with Dignity
The Guiding Principles on Business and Human Rights

Internal Documents

1

Anti-Bribery and Corruption Policy

This outlines our zero-tolerance approach to bribery, corruption, and fraud.

2

Responsible Recruitment Policy

This defines our recruitment methods and practices.

3

Human Rights Policy

This outlines standards and principles we follow and expect from our stakeholders.

4

Whistleblowing Policy

This guides confidential reporting and sets out a process of investigation.

5

Ethical Trading Policy Statement

This outlines our commitment to ethical operations within the supply chain.

6

Incident Reporting Process for Modern Slavery related cases

This provides step by step guidance for our staff members on how to report red flags.

Internal Documents

7

Eligibility to Work Policy and Procedure

This provides details of and business expectations related to the right to work check process.

8

Modern Slavery Due Diligence Questionnaire

This is issued to customers and suppliers as part of the risk assessment process.

9

Workers Handbook

This emphasises our values, outlines rights and responsibilities of our workers and details company procedures.

10

Young Workers Policy

This details measures the business takes to prevent risk to young workers.

Our Partners

We recognise the importance of collaboration in enhancing our efforts to combat Modern Slavery. To strengthen our knowledge and our capacity to detect, prevent, and report such practices, we partner with experienced external consultants and organisations.

Our collaborations include:

- Gangmaster and Labour Abuse Authority - licensed provider since 2006
- Stronger Together - Business Partner since 2020, and Advanced Business Partner since 2022
- SEDEX - registered member since 2016
- Recruitment and Employment Confederation - corporate member since 2004
- Association of Labour Providers - member since 2004

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We also work closely with our customers and suppliers to ensure a unified approach to tackling labour exploitation.

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Training & Awareness

Our Modern Slavery training is essential for raising awareness about this issue and is conducted in the following ways:

- All staff members complete awareness training during their onboarding process. Managers and recruiters participate in more in-depth training sessions that focus on recognising indicators of modern slavery and understanding how to report concerns.
- The Leadership Team undergoes training that includes supply chain due diligence, a broader assessment of modern slavery risks, and remediation strategies for victims.
- The Compliance and HR Teams have also completed an advanced course titled "Tackling Modern Slavery in UK Businesses" and received training in Investigative Interviewing Skills in the Workplace, both provided by Stronger Together.
- All workers are educated about the indicators of modern slavery and the reporting process at the beginning of their employment. Additionally, they receive multilingual awareness materials.
- We offer further support, training and help with policy development to our clients, who feel like they do not have sufficient knowledge about Modern Slavery risk areas.



Assessment & Management of Risk

The impact of modern slavery and human trafficking are included in our overall Business Risks, Opportunities, and Interested Parties Register, which is managed by our Senior Management Team. This register outlines potential concerns associated with the sectors in which we operate, allowing us to identify high-risk areas and implement measures to protect candidates, workers, clients, and ourselves as recruiters.

As a licensed Seasonal Worker Scheme Operator, we are authorised by the Department for Environment Food and Rural Affairs and the Home Office to recruit overseas. Romania has become our primary source country for recruitment. Our due diligence and mitigation strategies vary depending on the scale of the identified risks:

Recruitment Fees

We do not use third parties to recruit overseas to mitigate the risk of our candidates being charged unlawful recruitment fees. We only employ recruiters who have been pre-assessed and are experienced. We gather feedback from workers about the onboarding process through anonymous surveys and internal audits. This feedback helps us evaluate our practices and identify areas for improvement.

Workers' Awareness

We provide introductory training for all overseas applicants, covering key topics such as modern slavery indicators, reporting procedures, and possible remediation processes. We encourage migrants to download and use the Just Good Work app, which supports their understanding of workers' rights in the UK.

Assessment & Management of Risk

Clients' Awareness

We evaluate our clients' practices by conducting audits before supply, issuing Modern Slavery questionnaires as part of our due diligence process, and collecting feedback from workers. We collaborate with our clients to raise awareness, share resources and provide necessary training.

Governance

We have appointed Modern Slavery Champions within our team, who are responsible for implementing related policies and promoting a proactive approach to combat labour exploitation.

Processes

We evaluate the efficiency of our operations and training through regular internal audits and frequent spot checks of files conducted by our Compliance Team. We actively seek feedback from candidates, workers, and clients. By maintaining continuous interactive communication, we ensure a more accurate assessment of our practices.

How Do We Measure Our Performance

We have integrated measurable factors into our strategy to help us monitor our progress. In 2022, we became one of the operators of the Seasonal Worker Scheme, which required us to incorporate additional relevant indicators alongside our general measures to concentrate on high-risk areas.

Key Performance Indicators for 2023/24 financial year:

Percentage of staff members trained on Modern Slavery and human trafficking	100
Number of cases of potential labour exploitation that we have investigated	3
Percentage of customers that undergo an audit as part of our Modern Slavery due diligence (all customers that we supply through the Seasonal Worker Scheme are audited and we issued a Modern Slavery Questionnaire to all clients we supply temporary labour to)	100
The percentage of worker from whom we regularly seek feedback regarding our practices	10

Our Strategy

Our strategy continues to prioritise prevention and improvement. We have established baselines for the 2024/25 year, during which we plan to:

- We aim to enhance our relationships with external stakeholders and build stronger connections with our suppliers.
- We will strengthen our due diligence processes within our supply chains, with a particular focus on high-risk regions and industries.
- We will work on improving our grievance mechanism to ensure that workers feel encouraged to report their concerns.
- We will establish more rigorous reporting mechanisms to ensure that our staff members and workers are safe and satisfied, and that our processes are effectively followed.

"Our strategy continues to prioritise prevention and improvement"



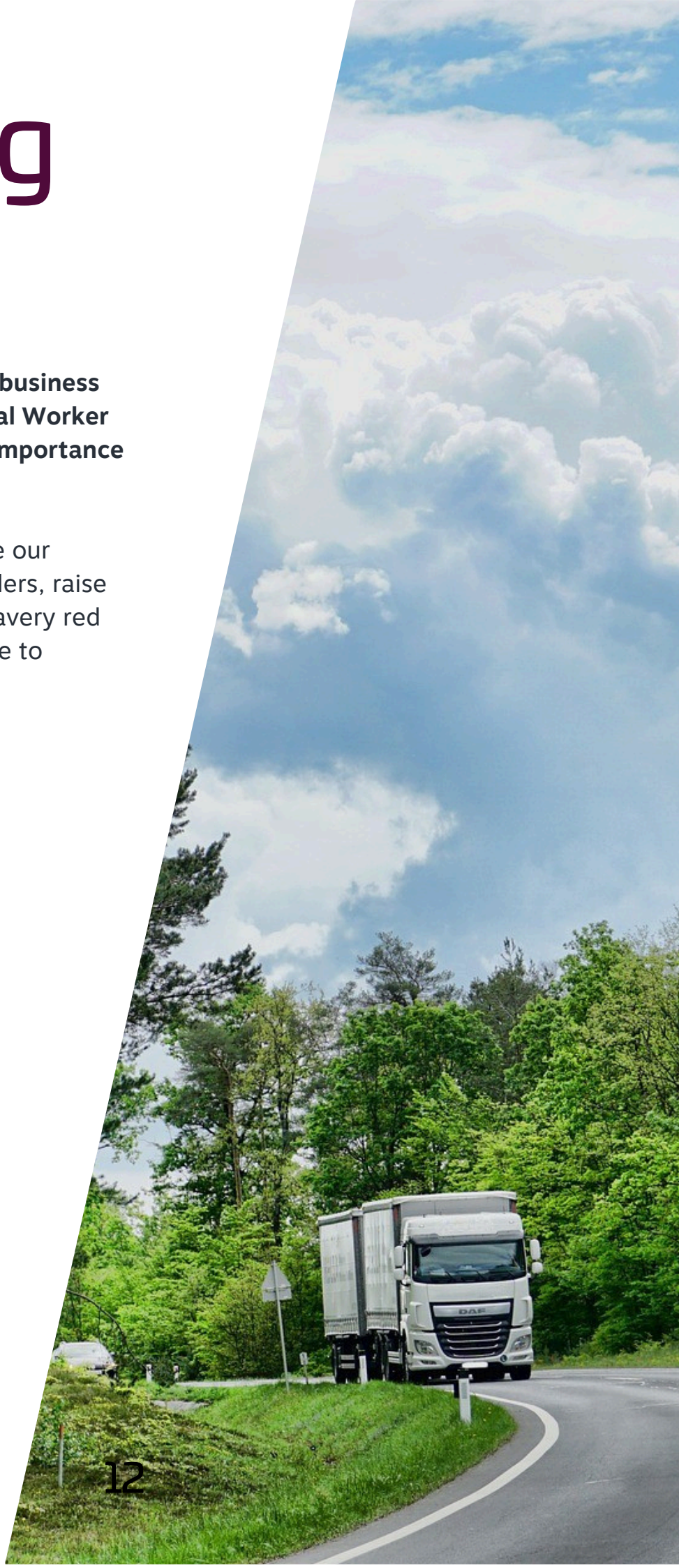
Looking Ahead

As an ethically responsible business participating in the Seasonal Worker Scheme, we recognise the importance of addressing exploitation.

We will continue to enhance our collaboration with stakeholders, raise awareness about modern slavery red flags, and actively contribute to initiatives led by NGOs.



James Gibbs
Group Managing Director





RECRUITMENT

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