

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

### **Introduction**

Essential Recruitment is 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 their business.

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

Essential operates as an employment business and employment agency sourcing and supplying staff for numerous sectors including the Food industry.

### **Due Diligence**

To ensure a high level of understanding of the risks of Modern Slavery and Human Trafficking in the business, training will be provided to all staff and a process with additional checks has been introduced to make sure consideration is given by all staff when engaging and onboarding workers.

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.

Regular checks are conducted by the Compliance Manager focusing primarily on duplicate bank details, addresses and National Insurance numbers.

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.

A section with full details will be added to the process manual as a point of reference for all employees.

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.

Should Essential Recruitment utilise the services of a third party to supply labour into their business they will ensure the other recruitment agency are licensed by the Gangmasters and Labour Abuse Authority and that they comply to the GLAA's standards.

**This is Essential Recruitment's Modern Slavery and Human Trafficking statement for the financial year ending 31<sup>st</sup> March 2020.**

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

*Lisa Hadfield*  
*Training & Development Director*