

## **SLAVERY & HUMAN TRAFFICKING STATEMENT**

### **Slavery and Human Trafficking Statement made on behalf of Marks Sattin further to the provisions of the UK Modern Slavery Act 2015.**

Marks Sattin, is a specialist recruitment company committed to eliminating modern slavery, human trafficking, forced labour, and similar human rights abuses.

Marks Sattin is committed to ensuring that its employees and any workers it supplies (directly or indirectly) are not subject to behaviour or threats that may amount to modern slavery, human trafficking, forced labour, and similar human rights abuses.

Any employees, workers or other parties are strongly encouraged to report any concerns or suspicions that they might have to either their Manager, HR Director or the Group Compliance Manager. It is their responsibility to ensure a prompt investigation and take any necessary action.

#### **Responsibility**

The HR Department will liaise with the Group Compliance Manager to ensure that risk analysis and investigations/due diligence in relation to modern slavery and human trafficking is carried out as required.

#### **Relevant Policies and Practices**

Marks Sattin's policy on whistleblowing encourages all its workers, customers and other business partners to report any concerns related to the direct activities of the organisation or its supply chain. The Company's Disclosing Malpractice policy is designed to make it easy for employees to make disclosures, without fear of retaliation. Employees who have concerns can refer to the policy which is available on the HRS (Salesforce). The nature of the complaint will determine the company's next course of action.

We endeavour to carry out our own recruitment activities and/or to only use reputable employment agencies to source labour and we carry out appropriate background checks. Personnel responsible for the recruitment activities in any of the subsidiaries are advised to adhere to this policy by ensuring that strict verification of potential employee's right to work is carried out before any offer of employment is made.

Marks Sattin expects its subsidiaries and all supply chain to adhere to recruitment practices that ensure that all terms of employment are voluntary. Where necessary and if required, we may request demonstration of compliance with this policy.

## **Awareness & Performance Indicators**

Marks Sattin will raise awareness of modern slavery issues by emailing its anti-slavery and human trafficking policy to all employees as well as it being made available on the HRS (Salesforce). We expect employees to refer to this policy and understand what is required of them in relation to modern slavery.

This policy on modern slavery will be communicated to all suppliers and business partners at appropriate points during our business relationship with them and reinforced as appropriate thereafter.

Reports surrounding these issues are taken extremely seriously by our board of directors and senior leadership team, who are committed to ensuring that all investigations shall be prompt and effective. If our investigations reveal any issues, we are committed to taking appropriate action, including but not limited to:

- Working with the appropriate organisations to improve standards,
- Removing that organisation from our preferred supplier list,
- Passing details to appropriate law enforcement bodies.

We regularly monitor our risks in this area through the use of relevant key performance indicators, including:

- The percentage of candidates supplied from our preferred supplier list,
- The effectiveness of enforcement against suppliers who breach policies,
- The amount of time spent on audits, re-audits, spot checks, and related due diligence, and
- The level of modern slavery training and awareness amongst our staff.

As part of our efforts in this area, we publish a modern slavery statement on an annual basis. This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 2018.



**Matthew Wilcox**

**Managing Director, January 2019**