



MODERN SLAVERY STATEMENT 2021-2022

Staffline

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1 Introduction

The coronavirus (Covid-19) global pandemic has created a swathe of unprecedented scenarios for all companies and communities worldwide. It has left people vulnerable and facing hardships which in turn creates opportunities for exploitation and Modern Slavery. Staffline is at the forefront of recruitment and creating exciting new opportunities within employment, it is our responsibility and throughout our workers journey we aim to disrupt exploitation, tackle Modern Slavery, and maintain worker welfare at the heart of everything we do.

At Staffline, we have a zero-tolerance approach to slavery and human trafficking. We consider working to prevent Modern Slavery from happening as one of our highest priorities. We continue to work with other businesses that take it as seriously as we do, embedding the standard checks through our business model and doing whatever we can to protect our workforce and those of others to help eradicate this terrible crime.

In 2020, we assisted with **57 investigations** into Modern Slavery with the authorities, leading to the rescue of **19 potential victims** of slavery.

We feel honoured to work with amazing charities year after year, assisting as many survivors of Modern Slavery back into a workplace, another 16 placed last year with Staffline. The work we do with police forces across the UK and the anti-slavery networks help us to assess our current checks, evolve and strengthen them, learning from others is a hugely valuable insight for the compliance team, sharing key learnings is an integral part and can only get better with the spread of experience and collaboration with other businesses. It helps us make our business a safer place for our workers and more robust checks to protect them and their families.



2 About us

Established in 1986, Staffline is now the UK's largest recruiter and workforce provider, delivering OnSite workforce solutions to leading brands. We work in partnership with clients and candidates, meeting business needs and matching people with opportunities. Our vision is **to be the UK's most trusted recruitment business**.

We specialise in large-scale recruitment, providing teams to help businesses succeed. Our support is flexible to meet changing demands.

Our OnSite services are our main offering. We support a range of sectors including automotive, manufacturing, food production, logistics, and driving. We're based at over 400 sites nationwide and find work for over 50,000 people each day.

Thanks to our industry-leading technology, we now have an unrivalled database of eligible workers and the means to engage them. This alongside 'Have Your Say' our experience management platform, ensures the highest levels of worker satisfaction and drives increased worker retention. We will continue to invest in both our technology and experience solutions and ensure that we remain the trusted market leader.

Our culture and philosophy are encapsulated within our brand purpose, of **Enabling people into good work**.

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5 Policies & Processes

We follow the Responsible Recruitment Toolkit model to align our policies and reflect the principles of protecting the welfare of our workers. Looking after their wellbeing is at the core of our business and reflected throughout our company values.

Each case gives us valuable learning, and feedback from all of our partners organisations that we work with, to help improve our processes to strengthen them and create new checks as soon as we hear how the traffickers are evolving and learning new ways to infiltrate businesses like ours and those around us.

We continue to invest in our IT systems to help us run checks throughout our whole database, providing valuable information to the enforcement authorities when requested, for assistance with cases. New bespoke reports will be used, tweaked and changed to be fit for purpose to help us identify more potential victims of trafficking tracking throughout a worker's journey, to identify potential signs of Modern Slavery.

We check for any patterns with other workers details to look for signs of sharing, watch out for anomalies and trends along with and investigating any areas of concern, as our earliest opportunity.

We use a variety of communication methods to deliver Modern Slavery and worker welfare strategies and monitor data to improve our operations and worker experience. Our staff and our workers are integral to our strategy to identify Modern Slavery, exploitation, and worker welfare concerns.

Working better with the local councils, we do what we can to link up with them to investigate further any houses of multiple occupancy and any overcrowding issues that arise from these alerts, as we recognise that this is a common symptom of potential Modern Slavery.

Our internal audits ensure Modern Slavery information is displayed in all our offices and staff are familiar and complying with Staffline policies and processes to protect worker welfare. Material from the GLAA and Stronger Together in various languages delivers that clear strong message to encourage workers to report in any concerns.

We maintain a centralised repository of company policies, ensuring all of our staff have access and visibility of company policies. We regularly review and communicate via multiple digital methods policy updates and company principles.

Our internal reviews implement continuous improvement plans including updating our Modern Slavery Statement to comply with the UK Government statutory guidance to cover six key pillars and driving effective change to continue to tackle Modern Slavery across our business.

Our internal compliance investigations team review root cause and continuously implement improvement and training across our company, where appropriate we endeavour to remedy, support any individuals to seek justice and compensation.



8 Our commitment & summary

We remain fully committed to compliance and high levels of ethical standards and strive to do more to help rescue potential future victims of Modern Slavery.

Whilst we have established well tested successful processes embedded in Staffline, we will continually review and strengthen using knowledge learnt and intelligence shared.

We are reassured that the scale of our business can be extremely helpful to link with our partners outside of our industry to help tackle Modern Slavery and raise awareness across all regions of the UK, and we welcome all partnerships and will always do what we can to help protect workers from this horrific crime.

Keeping the communication channels open to encourage our workers to approach us any time to have the confidence to report exploitation, and using our superb new learning platform and SharePoint to escalate messages throughout our business to keep the conversations flowing will be key to engage more internally.

Staffline will continue to assess our risks and transparency throughout our business to identify and establish a company-wide compliant approach to Modern Slavery management.

Signed:



Frank Atkinson, Group Managing Director

For and behalf of Staffline Recruitment Limited

