

Staffline Modern Slavery Statement 2018/19

Introduction

Staffline recognises that Modern Slavery and Human Trafficking could be potential risks to our business, and we are proud of our experience that has grown through the journey since we first started our campaign to join with other like-minded businesses to help victims of modern slavery and trafficking in the UK.

- There are an estimated 10-13,000 victims of Modern-Day Slavery within the UK costing the UK economy about £4.3bn per year.
- For each and every Modern Slavery crime discovered in the UK the estimated cost is over £330,000 including support for lost earnings and enforcement

Staffline are committed to working with all organisations that take the issue as seriously as we do and who share our goal to reduce and eliminate this threat in the UK. Integrity is one of our core values. We have strict policies and procedures in place to ensure the consistent monitoring of our workforce for the signs of human trafficking and labour exploitation. These checks are not only paramount to allowing us to investigate and identify exploitation at the earliest possible stage but are embedded into our policies and daily procedures throughout our business, both through our front-line staff and centrally from the back office.

We are confident that we have the right checks in place to minimise the risk of modern slavery, human trafficking and labour exploitation taking place within our supply chain. However, should our business be infiltrated, we are able to react quickly and efficiently to resolve cases. This response is due to the knowledge and experience held within the Staffline Compliance team, the awareness levels of the wider team members, and the relationships we hold with the relevant government authorities.

Staffline is the UK's leading provider of flexible blue-collar workers, supplying over 60,000 staff per day to c1,700 private sector clients, across a wide range of industries including agriculture, drinks, driving, food processing, logistics and manufacturing. It operates from over 400 locations in UK, Eire and Poland.

Its world leading Customer Experience platform provides optimised customer-based staffing management solutions whilst providing market-leading levels of job satisfaction for workers.



Due Diligence, Processes and Action Taken

Throughout our working relationship with every worker, our commitment is to ensure the safety, health and wellbeing of that individual. We have processes and policies in place to ensure all our trained staff conduct the correct and regular checks, required by the business, to enable us to spot any issues at a very early stage. We invest heavily in Compliance via a dedicated team of highly experienced individuals trained in assessing risk and capable of dealing with any problems confidently, competently and timeously.



From the moment a potential worker chooses to join Staffline the checks begin. Checks continue all throughout the worker's time with us. This ensures that the worker has control of their own documentation and that their job expectations are managed effectively. All interviews are completed face-to-face with the individual to make sure that they have freely chosen to attend. In addition, throughout the registration and interview process, all application forms are checked and verified as being the applicant's own information. We also ask where they found out about Staffline and the role.



All information is uploaded onto our central IT platform allowing us to have full visibility and run checks through our system remotely to spot anything that may look suspicious with shared details, such as the same bank accounts or multiple occupancy housing alerts. In the event of any of our staff spotting anything suspicious our **Red Flag Policy** details how this must then be escalated and dealt with, and our Compliance Team are always on hand to offer any help and advice required.

Worker education begins at the induction stage, giving an insight into Modern Slavery. It explains why it is illegal in the UK and what the worker should do if they suspect it is happening to a colleague or they are a victim themselves.

We are a business partner with the **Stronger Together** initiative and show the Stronger Together 'Daniel and Weronika' video to all workers, and literature is available to all which includes contact details for the relevant authorities who can assist.

During their employment, regular checks are conducted on workers' welfare in the form of surveys, worker interviews and our Compliance Team also undertake regular site audits. Every day, we conduct background checks on all workers' details through our central IT system from our Nottingham Head Office.

Where we use additional avenues of recruitment, such as other recruitment agencies supplying labour into Staffline, whether based in the UK or overseas, we ensure that these are licensed by the Gangmasters Labour and Abuse Authority and remain compliant against the GLAA's standards. We will also conduct our own regular internal audits on these "second tier" suppliers in order to ensure they meet our strict standards.

We also in addition, expect all labour suppliers in our supply chain to have the necessary checks to help spot indicators of Modern Slavery throughout their business and ask all to sign a statement to commit to doing so before we undertake to use their services.



We are totally committed to Compliance and Ethical Standards and strive to operate best practices at all times. Everyone in the Company is introduced to and trained to comply with our company compliance standards and operating procedures at the start of their employment.

Everyone is given the tools to identify the indicators of human trafficking and forced labour, and the reporting channels are very clear for any points of concern. As soon as an exploitation issue arises, it is urgently flagged to the appropriate authorities to investigate with the full co-operation of Staffline supporting throughout the case.

Over the years we have built up an excellent relationship with Enforcement and Regulatory bodies and regularly seek advice and guidance on any matters of concern. We are active members of the GLAA Labour Provider Labour User forum, and this type of work enables us to share good practice with other businesses.

As a direct result of a collaboration between other industry members and the GLAA, Staffline helped write, produce and fund a short film on Modern Day Slavery within the UK to assist other businesses with identification and prevention. This year we have also invested in a further supply chain risk strategy to ensure that any potential areas are quickly identified, and processes amended accordingly.

We are actively part of anti-slavery networks to work with others to ensure that victims are spotted, looked after and when they are ready to go back into employment, we can help with their future placements for employment, helping them get their life back on track.

Effectiveness & Commitment

At Staffline we are fully aware and accept that with Modern Slavery it can happen anywhere, at any time, and in any part of our business.

The steps we have taken and continue to take will we hope, one day eradicate this in time, but we continue, as in previous years to be vigilant, keep all of our staff fully up to date with any new developments, and constantly strive to monitor the effectiveness of our processes and policies.

As we have eluded to previously, if an issue is found we are confident it can be correctly identified and that our staff are sufficiently trained to know what to do and when, without placing any of our workers at any further risk. We will continue to work effectively and efficiently with our partners, especially those within enforcement, to ensure that any identified victim is given the full support of the business in support of their recovery.

Modern Slavery and Trafficking is an international problem, and with the links to many criminal organisations it remains a high risk to any supply chain or businesses.

Staffline will continue its investment in the identification & prevention of Modern Slavery, it remains a high priority for the business and that of our valued clients.

Signed:

Chris Pullen, Chief Executive Director

For and behalf of the Staffline Group Plc board.