

ENABLING PEOPLE INTO GOOD WORK.

MODERN SLAVERY STATEMENT 2022-2023

ISSUED BY FRANK ATKINSON,
GROUP MANAGING DIRECTOR

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INTRODUCTION

At Staffline, we place the welfare of all colleagues - whether permanent or temporary, at the heart of everything we do.

Everyone who works with us, both our direct employees and those within our supply chains are treated with the upmost respect. We do what we can to assist them and help make their workplaces and environments safe, secure and free from harm.

At Staffline, we recognise that rogue gangs of unlicensed gangmasters will aim to target businesses like ours. Because of this, we maintain close working relationships with all the relevant UK enforcement authorities, anti-slavery networks and specialist charities to be alert to the issues and learn from any cases so that we can build more barriers to help prevent Modern slavery taking place. It's a continuous learning path and we will always have an extremely strong focus on understanding more about these crimes and we take a zero-tolerance approach within the business.

In 2021, we carried out 55 investigations in which worker welfare concerns had been raised. Of these, 33 were identified as having an element of Modern Slavery. This led to the rescue of 54 potential victims. We are pleased to have helped the authorities by providing evidence and witness testimonies involving 17 victims.

Time and time again, we are in awe of the amazing work that charities, the Gangmasters and Labour Abuse Authority (GLAA) and other like-minded businesses are doing to educate, train and raise awareness. We feel fortunate to be able to align closely with these experts. Working closely with them to engage more and form an important link in the process to offer survivors of Modern Slavery a place to work when they are ready to get back into working life.

We are proud to say that in the last 15 months, we have assisted with the placement of 37 survivors of Modern Slavery into work as well as 13 Syrian refugees, following a request from a charity.

ABOUT US

Established in 1986, Staffline is 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 381 sites across Great Britain and find work for over 33,000 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.**

TRAINING & AWARENESS

Keeping the subject of Modern Slavery and how it impacts our brand (and our clients) is paramount in looking after all workers and helping prevent the exploitation of individuals.

At Staffline, we begin the education with our permanent colleagues that join us at our company welcome day, with the insight into what Modern Slavery is and how we can help potential victims of this terrible crime.

Following on, there is an eLearning module with material updated constantly sharing news, headlines and topical briefs to keep it in the forefront of our colleagues' minds whilst they are liaising day to day with the workers on our front line.

Displaying posters, leaflets and helplines at all of our locations is a given and freely accessible for all of our workers to see. We encourage all of our operational teams to report any signs of exploitation into our Central Investigations Team, who are experienced in dealing with cases and coordinating with the enforcement authorities and regulators.

COLLABORATION

We welcome any partnerships with other businesses that want to work with us to improve standards, preventative measures, and controls to help join together in the fight to tackle Modern Slavery in the UK.

Our partner charities play a huge part in helping victims through their ordeals. This includes playing a valuable role in getting their lives back on track and liaising with us for job placements.

We are fully committed to continuously engaging with our partnerships, learning more about what we can do to help strengthen our internal systems and processes. Contributing to these networks in any way we can helps to spread key messages to encourage more businesses to join and embed these checks into their company culture and strategies.

Working with the local councils to identify potential issues of overcrowding is a regular activity, as we understand that this can be a common sign of exploitation cases.

Staffline Group founded the [Scotland against Modern Slavery \(SAMS\)](#) movement, which is chaired by our Scotland team at Brightwork. SAMS is the corporate group that reports into action area 3 of the Scottish governments human trafficking and exploitation strategy. We are extremely proud to raise awareness through the business community in Scotland through SAMS, through regular meetings, podcasts & roadshows to bring together our business partners, a project funded by Brightwork Staffline.

POLICIES & PROCESSES

We are an advanced business partner and huge supporter of the Stronger2gether initiative.

Our policies are aligned with the Responsible Recruitment Toolkit to maintain high ethical standards and support our company values, one of which is to **do the right thing**.

Our central SharePoint has been re-structured at the beginning of this year to hold all policies in one place for easy access for all of our teams across the business.

Investing in our IT platform to evolve our systems is a continuous improvement strategy, helping to strengthen the barriers to prevent infiltration from unlicensed gangmasters into Staffline and amongst our workers.

All Investigations undertaken by the compliance team have a closed loop process allowing all stakeholders to be updated, key learnings shared and a continuous evolution process to take place, improving reporting and for full transparency.

RISK ASSESSMENTS & MANAGEMENT

At Staffline, we understand that at times we will engage with other recruitment partners to assist supply to our clients.

We use GLAA licenced agencies, and audit them annually and check that they are all committed to preventing Modern Slavery and have the right level of due diligence checks in place. Chairing and being an active member of the Compliance Intelligence Network allows us to liaise with other like-minded labour providers.

Most cases involve close worker welfare checks and interviews, ensuring that we learn how we can improve our checks and make them more robust is fundamental. This in turn allows the Compliance intelligence Network to share to broader groups to help the wider industry.

MEASURING EFFECTIVENESS

We believe that you can never really stop learning about the crime of Modern Slavery, although there are many more tools out there to engage with to help every business, its an ever-evolving cycle.

Experience shows that the traffickers change their methods, the crime is hidden and not always easy to spot, and with various obstacles that we have all overcome in the last 2 years, including the pandemic, Modern Slavery is still very much prevalent.

We continuously review our investigative ways of working, take the time needed after every case that we are either involved in, or hear about and review and reflect, finding ways to improve our processes and practices.

Year on year, we learn more, develop and strengthen our processes, and engage with more partners building more and more relationships to help spread the messaging and do everything we possibly can to help prevent Modern Slavery in our supply chains.

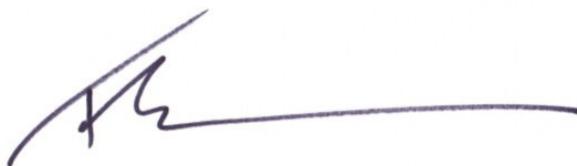
COMMITMENT & SUMMARY

We continue to feel reassured that both the scale of our business and the high level of experience in our team help immensely with the links to many contacts to help work together to help eradicate Modern Slavery from the UK.

Continuously reviewing our policies, processes, promoting our workers rights and adapting to change is the key to staying ahead and feeling that we have the done the best we possibly can to protect our workers. By keeping the communication channels open for all to report, the checks embedded through our values and principles and being approachable to all of our workers at all times through their journey working with us all at Staffline is key.

We are all totally committed to protecting our workers, our brand and those of our clients and will continue to work closely with our regulators and enforcement authorities to provide a safe place to work. It will remain one of our highest priorities to tackle Human Trafficking and Labour exploitation and collaborate with our clients to raise awareness and prevent this from happening.

Signed:

A handwritten signature in dark ink, appearing to be 'F. Atkinson', written over a horizontal line.

Frank Atkinson, Group Managing Director
For and on behalf of Staffline Recruitment Limited

