

Modern Slavery Statement

With you all the way

This statement, outlines the steps we have taken to assess our operations and supply chains and mitigate any risk of modern slavery and human trafficking in 2018/2019 financial year. Workforce People Solutions priority is to ensure that we work to prevent modern slavery and human trafficking throughout our organisation and in our supply chain. We fully support the aims of the Act and associated standards such as the UN Guiding Principles on Business and Human Rights. We are committed to tackling slavery and human trafficking wherever we can.

Our Commitment

Workforce People Solutions is committed to preventing Modern Slavery and Human Trafficking in our business and supply chain and to understand that Modern Slavery risk may be present. We do this by developing and operating company procedures relevant to this issue and continuing to take steps to find effective methods to eliminate slavery and human trafficking practices.

Our Business

Workforce People Solutions was established in 2006 and is now one of the UK's leading, specialist recruitment consultancies, winning numerous awards and accolades, both regionally and nationally. Currently, we supply hard to find, highly skilled workers to the Furniture, Textiles, Automotive and Healthcare sectors. Our unique business model allows us to source these sought after candidates from throughout the UK and all over Europe, offering them first class employment opportunities with many of the UK's best companies.

Our Policies

Our business policies relating to Modern Slavery are published on our website at www.wfpsuk.com.

- Modern Slavery Policy
- Ethical Trading Policy
- Antibribery Policy
- Corporate Social Responsibility Statement
- Environmental Policy

Our policies have been created by our Compliance Team, approved by Company Directors and are based on advice from HR and Compliance professionals and industry best practice. We review our policies twice a year.

Managing Risk

We understand that conducting thorough practices and applying due diligence in advance of any arrangements we enter into, whether they be with candidates, clients or third-party suppliers, is critical for managing the risk of modern slavery and labour exploitation occurring within our business and/or our supply chains. All our clients and suppliers are expected to familiarise themselves with our Modern Slavery Statement and associated policies and commitments and operate themselves in a manner which supports eliminating the exploitation of people under the Modern Slavery Act 2015 and ensuring Modern Slavery does not occur within our supply chain.

We have strict policies and procedures in place to ensure the constant monitoring of our candidates for the signs of human trafficking and labour exploitation. We carry thorough checks during our candidate's journey, starting at initial screening and interview, through candidate registration and induction. We explain to our candidates the potential Modern Slavery risks and various literature is available to all candidates which includes contact details for the relevant authorities where they can seek help.

During candidate employment, regular checks are conducted by our Compliance Team. We regularly seek candidates feedback through retention calls, candidate questionnaires, welfare visits and client site audits.

Our staff have an introduction to company compliance standards and operating procedures at the start of their employment during their induction and training. Everyone is explained potential areas of risk and how to spot the signs of human trafficking and forced labour and how to report any issues. We also communicate with our employees in regular basis providing them with latest Modern Slavery news.

Training

Our people are our most valuable asset and we recognise that appropriate modern slavery and human trafficking training will increase awareness as well as mitigate risk within the business and supply chain. In addition to the policies outlined, our Compliance Team have attended training from Tackling Modern Slavery in Supply Chain and in Recruitment and we have delivered Modern Slavery Training to our all staff. Our onboarding plan for new employees includes a dedicated session on Stronger Together/GLAA/Modern Slavery/Ethical Trading, how the key principles are to be applied within our operation and what our risk areas are. All employees are asked to commit to preventing labour exploitation by signing and agreeing to the Modern Slavery Key Principles document provided by Stronger Together. Modern Slavery awareness is ingrained in our everyday business, internal training courses are refreshed and updated and we regularly share relevant content from various sources with our staff to keep them informed of any latest Modern Slavery issues.

Our Key Actions

Over the financial year 2018/2019 we:

- Updated our policies and internal procedures such as Modern Slavery Policy, Ethical Trading Policy, Corporate Social Responsibility, Environmental Policy and Department Process Plans;
- issued leaflets and written communication about Modern Slavery to all our candidates;
- carried 11 internal compliance audits analysing information like duplicate postal/email addresses, the same bank accounts and phone number to identify any risks or suspicious activities;
- conducted around 120 candidate audits on site;
- issued online confidential Modern Slavery questionnaires to 480 candidates and analysed feedback for continuous improvement;
- provided Modern Slavery Awareness training to all permanent employees;
- implemented Health and Safety Checklist to audit our clients;
- developed risk analysis related to our suppliers;
- updated our legal contracts to with modern slavery prevention clauses for our clients

Our plans

Over the coming year we plan to focus on the following areas:

- update legal contracts to include appropriate modern slavery prevention clauses for existing suppliers and business partners;
- achieve our performance indicators outlined in the Modern Slavery Policy
- implement external Modern Slavery Reporting Mechanism with Safe charity

This statement has been approved by the Board Directors of Workforce People Solutions Limited.

Ian Clark
Chief Finance Officer
14th May 2019