

MODERN SLAVERY ACT POLICY

Executive Owner	Managing Director
Policy Owner	Operations Director
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1. ABOUT THIS POLICY

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain. Recruitment Partnership (Bristol) Limited ("the Company") have a zero tolerance approach to modern slavery and we are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing procedures to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains.

2. COMPLYING WITH THIS POLICY

The Company are providers of permanent and non-permanent resource across the UK. The Company undertakes check in relation to all candidates who we introduce to clients to ensure that we clearly establish their identity. For individuals this include checking documentation such as their passport, relevant utility bills and right to work documentation. For limited companies this included checking documentation around their incorporation, insurance and VAT status.

Our supply chains include the sourcing of candidates for onward supply to clients. Any agencies that introduce candidates for onward supply to our clients are either known to use via existing long-term partnerships or thoroughly vetted and referenced in the instance of a new relationship.

The Company is a member of the Association of Professional Staffing Companies ("APSCo") and where practicable we always look to work with partner organisations who also hold this professional membership.

The Company encourages all staff members to raise concerns about any issue or suspicion of modern slavery in any part of our business or supply chain at the earliest possible stage. We also aim to encourage openness and will support anyone who raises genuine concerns in good faith under this policy, even if they turn out to be mistaken. The Company is committed to ensuring that no one suffers any detrimental treatment as a result of reporting in good faith their suspicion that modern slavery of whatever form is or may be taking place in any part of our supply chains. Detrimental treat

includes dismissal, disciplinary action, threats or other unfavourable treatment connected with raising a concern.

3. COMMUNICATION AND AWARENESS OF THIS POLICY

Training on this policy forms part of the induction process for all individuals who work for us and is published on our website. We endeavour to make all suppliers, contractors and business partners aware of our policy and zero-tolerance approach to modern slavery from the outset of our business relationships.

4. BREACHES OF THIS POLICY

Any employee who breaches this policy will face disciplinary action, which could result in dismissal for misconduct or gross misconduct.

The Company may terminate our relationship with other individuals and organisation working on our behalf if they breach this policy.