

# Modern Slavery Statement



## Introduction

Due to the nature of our business we recognise that we could be at risk of exposure to modern slavery and human trafficking. We are committed to improving our practices to combat slavery and human trafficking. We take this responsibility very seriously and take every step to ensure that we do not do any business with any supply chains that directly or indirectly benefit from slavery or human trafficking.

This statement has been produced in accordance with the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 2018.

## Organisation's structure

People Solutions Group is an independently owned group of specialist training and recruitment businesses. Established in 1979. There are seven subsidiary companies, these are First Personnel Limited, DriveForce Limited, Foresight Recruitment Solutions Limited, Mainline Employment Limited, Flex Recruitment Limited, Avidity Training Limited, Inploy Recruitment Limited and N-Gaged Training and Recruitment Limited.

First Personnel Limited specialises in recruitment for logistics and warehousing, manufacturing, food production, skilled and technical, office and commercial in temporary and permanent roles nationwide. They also offer complete managed service to employers.

DriveForce Limited supply driving and logistics staff throughout the UK, working with organisations ranging from SMEs to blue chip clients requiring high volume recruitment.

Foresight Recruitment Solutions Limited is based in the North West and comprises of 5 specialist recruiting divisions: automotive, commercial, food production, industrial & driving and IT & digital. Foresight boasts a prestigious client list of well-known brands.

Mainline Employment Limited provide recruitment services in the South West of England. Specialising in commercial, driving and industrial vacancies.

Flex Recruitment Limited provide flexible recruitment solutions to suit employers across the East Midlands in temporary, short term and permanent roles.

Avidity Training Limited offers workforce training solutions to businesses across a range of industries. Avidity delivers bespoke training, apprenticeship training and assessments. Avidity also source apprentice candidates for employers.

Inploy Recruitment Limited are a bespoke recruitment agency that specialise in both temporary and permanent placements within the logistics sector, through PSL arrangements with major 3PL's and primary distributors.

N-Gaged Training and Recruitment Limited delivers training across a number of differing areas. Focusing in Logistics, Taxi Driving and Pre-Employment Training.

## Our supply chains

Our supply chains include, agencies, distribution, procurement of goods and services, outsourcing and subcontracting.

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## Supplier adherence to our values and ethics

We have zero tolerance to slavery and human trafficking. To ensure that all in our supply chain and contractors comply with our values and ethics, we have a dedicated compliance team, which consists of representatives from the following departments; Compliance, Human Resources, Procurement and Sales.

## Our policies on slavery and human trafficking

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Anti-Slavery and Human Trafficking Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in business or our supply chains.

## Due diligence processes for slavery and human trafficking

As part of our initiative to identify and mitigate risk, we adhere to our policy standards along with the guidelines from Stronger Together and the Ethical Trading Initiative. As part of our due diligence, we ensure that all new suppliers are visited on site, suppliers are audited prior to supply and re-audited every year to ensure adherence to our strict standards of ethically transparent supply chains.

We also have in place systems to:

- Identify and assess potential risk areas in our supply chains, to include country and business transaction risk
- Mitigate the risk of slavery and human trafficking occurring in our supply chains
- Monitor potential risk areas in our supply chains

## Whistleblowing Hotline

We have a free, confidential Whistleblowing Hotline for individuals to raise any concerns that they may have. Reports can be made anonymously. All reports are logged and investigated accordingly.

## Training and Awareness

To ensure a high level of understanding of the risks of modern slavery and human trafficking, as well as all aspects of regulations, laws and standards in our supply chains and our business, we provide training to all of our staff. This training forms part of the induction process which every new employee attends within their first month, as well as refresher training and assessment, which is completed 6 monthly for all staff, including those staff involved in the supply chain, e.g. Procurement, Sales etc. to ensure that they are aware of our stance on preventing slavery and human trafficking within our business and supply chains.

Stronger Together Posters have been distributed across all sites and branches to raise awareness of modern slavery and any actions that should be taken. The posters are also included on our Employee App.

## Our effectiveness in combating slavery and human trafficking

We use the following means to measure how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains.

- Business function reports
- Internal staff training and induction process
- Our suppliers are obliged to audit their own supply chains and report on their findings in 2018.

This statement is approved by the Board of People Solutions Group on 24<sup>th</sup> January 2018,

**Matthew Reddy- Chief Executive**