



## MODERN SLAVERY STATEMENT FOR FINANCIAL YEAR ENDED 2021 ISSUED PURSUANT TO SECTION 54 OF THE MODERN SLAVERY ACT 2015

### OUR BUSINESS, STRUCTURE AND SUPPLY CHAINS

- We are a consulting business that specialises in securing talent both interim and permanent for companies across Europe.
- We currently employ 5 staff in the business and do not operate through or via any subsidiary businesses currently.
- Predominantly we work across the main block countries of Europe and occasionally work in the Americas.
- We are generalists and cover all markets except, Banking & Retail.
- Our supply chains are small and very simple and extend to research consultants and external digital sourcing tools. Every skill set that is presented to our clients is interviewed internally and vetted to a set criterion to ensure they match the clients' requirements.

### OUR POLICIES

Examples of relevant policies:

- Responsible Sourcing Policy
- Human Rights Policy
- Environmental Policy
- Anti- Bribery and Corruption Policy Whistleblowing Policy
- Health and Safety Policy CSR Policy
- Employee Code of Conduct Supplier Code of Conduct
- Recruitment/Agency workers policy

### DUE DILIGENCE PROCESSES

Examples of such processes:

- Mapping the supply chain to assess product or geographical risks.
- Evaluating the modern slavery and human trafficking risks of each new supplier.
- Reviewing on a regular basis all aspects of the supply chain.
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- Taking steps to improve sub-standard suppliers' practices.

### STEPS TO ASSESS AND MANAGE RISKS

#### TRAINING

When training is required in this area we will use external resources via the web to educate where necessary to respond to the identify slavery and human trafficking risks.

Areas include:

- How to assess the risk of slavery and human trafficking
- How to identify the signs of slavery and human trafficking
- What initial steps should be taken if slavery or human trafficking is suspected
- How to escalate potential slavery or human trafficking issues
- What steps the organisation should take if suppliers or contractors do not implement anti-slavery policies in high-risk scenarios.

Signature: 

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