



Due to the scope of our business National Temping Recruitment Ltd recognises that we may be at risk of Modern Slavery (slavery, servitude, forced labour and human trafficking). The following statement has been published in accordance with the Modern Slavery Act 2015 and sets out the steps taken by National Temping Recruitment Ltd during the year end of December 2019 to prevent and identify modern slavery and human trafficking within its businesses and supply chains.

Our Business

National Temping Recruitment operates across the UK and are an up and coming supplier of contractual labour.

We supply to various industries, including, but not limited to, Construction, Mechanical, Electrical & Petro-chemical.

Exposure to Modern Slavery

We have considered the exposure of National Temping Recruitment Ltd to modern slavery risks, taking in to account:

Labour requirements for end users are volatile with staffing requirements increasing suddenly without prior notice;

Recruitment of low skilled labour with potentially limited or no English speaking; and

Requirements to increase our supply chain can occur in peak times resulting in the use of 2nd tier labour providers.

As a result of the factors above we consider the risk of modern slavery occurring within our supply chain population to be high.

Policies and Procedures

We will not tolerate or condone any form of exploitation and as such, have implemented both a Preventing Hidden Labour Exploitation Policy and a Forced Labour and Ethical Policy. This sets out the responsibilities of each individual within the business to identify and report any suspicions of potential cases of exploitation. All reports will be fully investigated and appropriate remedial actions taken.

Procedures have been put in place to support internal employees in identifying potential hidden labour exploitation.

Collaborative processes are developed and implemented alongside our clients where possible to strengthen our ability to identify and prevent potential cases of modern slavery.

Policies and procedures are developed and reviewed regularly by the Quality and Compliance Department, and signed off at Director level.

We expect all 2nd tier labour suppliers to adhere to applicable national laws and standards in relation to labour practices and human rights, including the Modern Slavery Act 2015.

Due Diligence and audits

We understand that our biggest exposure to Modern Slavery is within the recruitment process and undertake to raise awareness within the business in order to identify any potential situations from the first instance.

Due diligence is expected throughout the whole recruitment process and throughout the workers employment within the business. Reports are monitored to identify houses of multiple occupancy, dual bank accounts and mobile numbers, with all workers listed on the dual address report receiving the 'Stronger Together Private Home Rental Guidance' and the relevant contact details should they require further advice. Welfare meetings are held where required as an additional check to highlight "Alert Flags" of exploitation.

All sites / branches and 2nd tier suppliers are subject to due diligence checks in the form of compliance audits.

These audits assess compliance with the relevant legislation / regulations and are, amongst other things, intended to identify any Modern Slavery practices or areas of potential risk to the supply chain. Procedures are reviewed to eliminate risk and gain compliance across all business locations.

Training and Awareness

All new internal employees are invited to attend a company induction which will provide information on the business, our values, policies and procedures and information on Modern Slavery. There is also the ability to use an online training platform which enables all new starters to the business or those wishing to refresh their knowledge to complete a Stronger Together training module.

Workshops are rolled out across the business in order to upskill our current internal employees or offer further support where required.

All attendees to either an induction or workshop will be asked to commit to preventing labour exploitation by signing a "Recruiter Compliance" document which is retained on their personal file.

Attendance to roadshows and workshops provided by external companies such as the Association of Labour Providers, Stronger Together and the Gangmaster Labour and Abuse Authority is promoted to all top level management in order to maintain knowledge and distribute across the business.

Overview

National Temping Recruitment Ltd commit to ensuring we operate towards the best practices at all times..

By continually assessing the risks of any form of modern slavery taking place within our operations and implement processes and polices to try to minimise these risks, we are able to support the relevant government authorities in reporting any identified situations, and as such protect our business, our clients businesses and first and foremost, our workers.

Declaration

This statement has been made in accordance with the reporting requirements of Clause 54, Part 6 of the UK Modern Slavery Act for the year ending 31 December 2019.

This statement was approved by:
Rob Ellis
Director