

## Modern Slavery Statement

This statement is made as part of The Placement Group's commitment to eliminating the exploitation of people under the Modern Slavery Act 2015 (the Act). It summarises how The Placement Group operates, the policies and processes in place to minimise the possibility of any problems, any risks we have identified and how we monitor them, and how we train our staff. The placement group has a zero tolerance to modern slavery.

### 1 Our Business

The Placement Group is a Limited Company operating in the recruitment sector. We provide introduction services and supply temporary workers in the Healthcare sector.

#### 1.1 *Who we work with*

All of the hirers that we work with, and all of the work-seekers and temporary workers we provide, are known to and identified by our staff.

The hiring companies that we work with are located in the UK. The work-seekers and workers we supply live mainly in the UK but some are recruited from Australia, New Zealand and the EU countries although they reside here either permanently or temporarily.

#### 1.2 *Other relationships*

As part of our business, we also work with the following organisations:

- Health and Care Professions Council (HCPC)
- the Recruitment and Employment Confederation ([www.rec.uk.com](http://www.rec.uk.com))

## Our Policies

The Placement Group has a modern slavery policy

In addition, The Placement Group has the following policies which incorporate ethical standards for our staff.

- Equality and Diversity
- Human rights
- Harassment and Bullying

#### 1.3 *Policy development and review*

The Placement Group's policies are established by our directors and our senior leadership team, based on advice from HR professionals, industry best practice and legal advice. We review our policies annually or as needed to adapt to changes.

## 2 Our Processes for Managing Risk

In order to assess the risk of modern slavery when engaging with suppliers, we ask for evidence of their processes and policies, including commitments around modern slavery, human trafficking, forced labour, human rights, and whistle-blowing.

After due consideration, we have not identified any significant risks of modern slavery, forced labour, or human trafficking in our supply chain. However, we continue to be alert to the potential for problems.

Additionally, we have taken the following steps to minimise the possibility of any problems:

- We require the businesses we work with to publish a modern slavery statement.

Our staff are encouraged to bring any concerns they have to the attention of management.

## 3 Our Performance

As part of monitoring the performance of The Placement Group we track the following general key performance indicators:

- Staff trained in awareness of Modern Slavery
- Suppliers requested for statements
- Reviewing trends in comments from staff

## 4 Our Training

All of our staff receive training and support that is appropriate to their role. In particular:

- Our recruiters and staff involved in our business undertake training courses that include guidance around modern slavery and human trafficking, as well as other wider human rights issues.
- All of our staff receive awareness-raising information around issues involving modern slavery and human trafficking, so that they can bring any concerns they have to the attention of management.

As part of this, our staff are encouraged to discuss any concerns that they have. This includes how temporary staff are communicating and reacting in phone conversations and the use of their bank account.

Training is refreshed annually.