

Modern Slavery and Human Trafficking Statement

Introduction

The Modern Slavery Act 2015 requires large employers to be transparent about their efforts to eradicate Slavery and Human Trafficking in their supply Chain. The Act makes provisions about slavery, servitude and forced or compulsory labour and about human trafficking, including provision for the protection of victims. In accordance with the Act, this statement articulates our policies and practices around recognising and preventing human trafficking and slavery in the global supply chain.

Organisational structure, business and supply chain

Concur Recruitment is a recruitment agency supplying staff to engineering and industrial sector throughout UK. Our offices are all based in Midlands, UK. Our workers are recruited and employed in the UK. From time to time when skill shortages are particularly acute Concur Recruitment might recruit directly from the EU whilst always advertising vacancies in the UK.

Policy on slavery and human trafficking

We are committed to ensuring that there is no modern slavery or human trafficking in any part of our business. This 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 within our business.

Due diligence

We consider our business as “safe” with regard to slavery and human trafficking. However, we foster a culture that encourages the identification and reporting of any such risks within our business.

Process to assess and manage risks

By adopting the guidance of the Stronger Together organisation all of our recruiters observe the following practices to assess and manage risks:

- Only interview applicants in an approved location.
- Not allow applicants to complete registration documents on behalf of others.
- Not accept money, favours or any gifts at all from applicants or workers.
- Not loan any personal money to temporary workers.

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- Notify a manager when informed by an applicant or worker that they have paid money to be introduced to the Company.
- Not allow an unauthorised agent or individual to introduce job applicants to the Company.
- Notify a manager when suspecting an individual of introducing job applicants to the Company for personal gain.
- Not act as landlords or be involved in the provision of accommodation, transport or other paid for services to workers.
- Not allow anyone other than an authorised person to choose which workers are selected for work shifts.
- Not force or coerce temporary workers to work against their will.
- Not threaten or subject workers to physical or mental mistreatment.
- Treat applicants and workers with dignity and respect.
- Raise any knowledge or suspicions of illegal or dubious activities regarding agents, temporary workers or colleagues to a manager immediately.

Effectiveness in combating slavery and human trafficking

We have zero tolerance to slavery and human trafficking. To ensure that slavery and human trafficking is not taking place in our business, all of our members of staff are urged to pay attention to the next occurrences:

- Checking addresses shows high occupancy of particular houses of agency workers.
- Checking bank accounts shows a number of unrelated workers paid into one account.
- Checking mobile phone numbers shows a number of unrelated workers contactable through one number.
- Check documents for same next of kin and /or same place of origin/location in home country

Training

We are providing appropriate training to ensure that relevant employees understand the risks of modern slavery and human trafficking within our business.

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Director
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