

Company Name:	Earl Street Employment Consultants Ltd (“ the Company ”)
Policy Name:	Modern Slavery Statement
Date:	22 nd July 2019
Version:	1

This statement is made as part of Earl Street Employment Consultants Ltd’s commitment to eliminating the exploitation of people under the Modern Slavery Act 2015 (“**the Act**”). It summarises how Earl Street Employment Consultants Ltd 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.

This statement is published in accordance with section 54 of the Act, and relates to the financial year July 2019 to July 2020. It was approved by the board of directors on 19 July 2019.

Alex Craven
Director

1 Our business

Earl Street Employment Consultants Ltd is a limited company operating in the recruitment sector. We provide introduction services and supply temporary workers operating in the office-based administration and industrial sectors.

Earl Street Employment Consultants Ltd is an independent business.

1.1 *Who we work with*

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

The hiring companies that we work with are located in Kent and South East England. The work-seekers and workers we supply live in Kent and South East England.

1.2 *Other relationships*

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

- the Recruitment and Employment Confederation (www.rec.uk.com) and the Institute of Recruitment Professionals (www.rec-irp.uk.com).

2 Our policies

Earl Street Employment Consultants Ltd has a modern slavery policy. In addition, Earl Street Employment Consultants Ltd has the following policies which incorporate ethical standards for our staff and our suppliers:

- Anti-Bribery and Corruption Policy
- Ethical Trading Policy

2.1 *Policy development and review*

Earl Street Employment Consultants Ltd's policies are established by our directors, based on advice from HR professionals, industry best practice and legal advice, and in consultation with the Recruitment and Employment Confederation. We review our policies annually, or as needed to adapt to changes.

3 Our processes for managing risk

In order to assess the risk of modern slavery, we use the following processes with our suppliers:

- We review the potential for risk at regular intervals, including the possibility of re-auditing a supplier or conducting spot checks.

After due consideration, we have not identified any significant risks of modern slavery, forced labour, or human trafficking in our supplier 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 reserve the right to conduct spot-checks of the businesses who supply us, in order to investigate any complaints;
- We collaborate with our suppliers in order to improve standards and transparency across our supply chain;
- We ensure that all of our suppliers are members of appropriate industry bodies and working groups;
- We work with REC and the Home Office in order to combat the risk of modern slavery and human trafficking.

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