

Modern Slavery Statement

This statement is made as part of Surecall Recruitment Services Ltd commitment to eliminating the exploitation of people under the Modern Slavery Act 2015 (the Act). It summarises how Surecall Recruitment Services 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 December to 2019. It was approved by Company Directors on 1st July 2018

1. Our Business

Surecall Recruitment Services Ltd is a limited company operating in the recruitment sector. We supply Drivers in the Logistics sectors. Surecall Recruitment Services Ltd is an independent business.

1.1 Who we work with?

All of 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. We do not supply work-seekers to hiring companies through any intermediaries. The hiring companies that we work with are located in London, Essex, Bedfordshire or Hertfordshire. The workers we supply live in London, Essex Bedfordshire or Hertfordshire

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)
- Association of Labour Providers – www.labourproviders.org.uk

2. Our Policies

Surecall Recruitment Services Ltd has a modern slavery policy and is available on request

a. Policy development and review

Surecall Recruitment Services Ltd policies are established by our Company Directors based on advice from HR professionals, industry best practice and legal advice, and in consultation with the REC & ALP. 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 conduct audits before entering a commercial relationship with any business where there is the potential for risk. These audited businesses form the basis of our preferred supplier list.

2nd Floor, Deneway House, 88-94 Darkes Lane, Potters Bar EN6 1AQT. 020 8441 3323 F 020 8449 1133 E
enquiries@surecallrecruitment.com www.surecallrecruitment.com

Surecall Recruitment Services Ltd is registered in England and Wales Co Reg No 05261253 VAT no 858 9587 41 Registered Office 2nd Floor Deneway House, 88-94 Darkes Lane, Potters Bar.

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 reserve the right to conduct spot-checks of the businesses who supply us, in order to investigate any complaints.
- Only senior members of staff who have undergone appropriate training for assessing modern slavery risks in the supply chain are authorised to sign contracts and establish commercial relationships in any area where we have identified the potential for risk.
- We work with ALP & REC 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.

4. **Our Performance**

As part of monitoring the performance of Surecall Recruitment Services Ltd, we track the various general key performance indicators: Based on the potential risks we have identified, we have also established the following key performance indicators, which are regularly assessed by Company Directors

- the percentage of suppliers who sign up to an appropriate code / provide their own modern slavery statements
- the percentage of [workers and/or candidates] supplied from audited businesses / our preferred supplier list
- the effectiveness of enforcement against suppliers who breach policies
- the amount of time spent on audits, re-audits, spot checks, and related due diligence
- the level of modern slavery training and awareness amongst our staff

We carefully consider our indicators, to ensure that we do not put undue pressure on our suppliers that might increase the potential for risk.

5. **Our Training**

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

- Our leadership team and senior supply chain managers receive detailed training in identifying and resolving concerns around modern slavery and human trafficking.
- Our recruiters, HR personnel, and/or staff involved in our procurement and supply chains undertake training courses that include guidance around modern slavery and human trafficking, as well as other wider human rights issues.

- All 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 Training is refreshed annually.

Tony Elia

Company Director

Surecall Recruitment Ltd

August 2020