

## **Modern Slavery Statement**

This statement is made as part of Just Recruitment Solutions Ltd's commitment to eliminating the exploitation of people under the Modern Slavery Act 2015 (the Act). It summarises how Just Recruitment Solutions 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 1<sup>st</sup> April 2018 to 31<sup>st</sup> March 2019. It was approved by the board of directors on 3<sup>rd</sup> April 2018.

Shaun Pascoe

Company Director

## **1 Our Business**

Just Recruitment Solutions Ltd is a Limited Company operating in the recruitment sector. We provide introduction services in the automotive and Property sectors.

Just Recruitment Solutions Ltd is an independent business.

### **1.1 Who we work with**

As a “neutral vendor”, we work with other businesses to supply workers to hiring companies. All of the workers we supply are hired directly by other businesses, and we facilitate supplying them to the hiring companies.

The hiring companies that we work with are located in the United Kingdom. The workers we supply live in the United Kingdom.

### **1.2 Other relationships**

As part of our business, we also work with the following organisations:  
sector-specific professional and regulatory bodies  
sector-specific industry bodies  
the information Commissioners office

## **2 Our Policies**

Just Recruitment Solutions Ltd has a modern slavery policy

In addition, Just Recruitment Solutions Ltd has the following policies which incorporate ethical standards for our staff.

Anti-bribery & Corruption

Equal opportunities and diversity

### **2.1 Policy development and review**

Just Recruitment Solutions Ltd’s policies are established by our directors and management 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.

## **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 reauditing 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 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 collaborate with our suppliers in order to improve standards and transparency across our supply chain.

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 Just Recruitment Solutions Ltd we track the following general key performance indicators:

Volume of Candidates placed within work

Based on the potential risks we have identified, we have also established the following key performance indicators, which are regularly assessed by our board of directors and management team.

the level of suppliers who sign up to an appropriate code / provide their own modern slavery statements

the level of modern slavery training and awareness amongst our staff

We benchmark our indicators against industry best practice in order to ensure that we do not put undue pressure on our suppliers that might increase the potential for risk.

## **5 Our Training**

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

Our recruiters 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.

Training is refreshed annually.