

Modern Slavery Act 2015 and Human Trafficking Statement

Prestige Recruitment Specialists Limited is an award winning independent recruitment agency that has been established since 1992 within Yorkshire, Lincolnshire and East Anglia. We are holders of a Gangmaster and Labour Abuse Authority licence (number PRES0010) and additional to the traditional recruitment services we provide, we also provide on-site facilities within a number of our clients premises nationally, enabling us to deliver bespoke solutions for their businesses.

Prestige Recruitment Specialists recognises that modern slavery and human trafficking could be a potential risk to our business and are totally committed to preventing this within its own business, its corporate activities and supply chains to ensure they are free from slavery and human trafficking.

Responsibility

Responsibility for the organisation's anti-slavery initiatives is as follows:

- **Policies:** Our HR team is responsible for putting in place and reviewing
- **Investigations/due diligence:** Our HR team is responsible for investigations and work closely with our Compliance team in relation to due diligence and checks
- **Training:** Our training and compliance team provide training on all policies and procedures, ensuring all staff have undergone 'Stronger Together' training. This is reviewed regularly with regular updates and questionnaires issued to all staff members. All temporary workers are shown the 'Stronger Together – Daniel and Weronika' video at induction stage with posters visible at all sites. We also randomly interview workers every month at all sites where temporary staff are provided to assist in tackling any issues.

Relevant Policies

The organisation operates the following policies that describe its approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in its operations:

- **Whistleblowing policy** - The organisation encourages all its workers, customers and other business partners to report any concerns related to the direct activities, or the supply chains of, the organisation. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. The organisation's whistleblowing procedure is designed to make it easy for workers to make disclosures, without fear of retaliation. Employees, customers or others who have concerns can use our confidential reporting service through the 'Stronger Together' initiative;

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- **Employee code of conduct** - The organisation's code makes clear to employees the actions and behaviour expected of them when representing the organisation. The organisation strives to maintain the highest standards of employee conduct and ethical behaviour when operating abroad and managing its supply chain.

Due Diligence

The organisation undertakes due diligence when considering taking on new Clients, and regularly reviews its existing Clients. The organisation's due diligence and reviews:

- evaluating the modern slavery and human trafficking risks of each new Client;
- conducting branch and on-site facility audits through the organisation's own internal auditor, which have a greater degree of focus on slavery and human trafficking where general risks are identified;
- taking steps to improve Clients' practices, including providing advice to Clients through our trained management team and requiring them to implement action plans such as on-site surgeries and displaying of 'Stronger Together' information;
- participating in collaborative initiatives focused on human rights in general, and slavery and human trafficking in particular "Stronger together" and "Ethical trading" initiatives.

Training

The organisation requires all staff working within the organisation to complete training on modern slavery. This has taken place for all existing staff and new staff undertake the training during the first week of their employment with us. The organisation's modern slavery training covers:

- how to assess the risk of slavery and human trafficking in relation to various aspects of the business, including resources and support available;
- how to identify the signs of slavery and human trafficking;
- what initial steps should be taken if slavery or human trafficking is suspected;
- how to escalate potential slavery or human trafficking issues to the relevant parties within the organisation;
- what external help is available, for example through the Modern Slavery Helpline, Gangmasters and Labour Abuse Authority and "Stronger together" initiative.

Awareness-raising programme

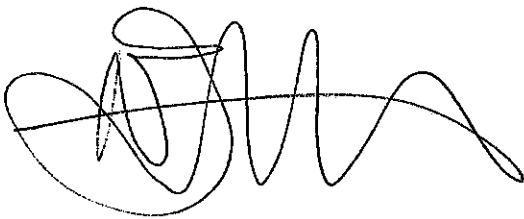
As well as training staff, the organisation has raised awareness of modern slavery issues by putting up posters across the organisation's premises and on-site facilities as well as advising during inductions prior to them beginning any assignments.

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The posters explain to staff:

- the basic principles of the Modern Slavery Act 2015;
- how employers can identify and prevent slavery and human trafficking;
- what employees can do to flag up potential slavery or human trafficking issues to the relevant parties within the organisation; and
- what external help is available, for example through the Modern Slavery Helpline.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our Groups slavery and human trafficking statement for the financial year **1 October 2020 to 30 September 2021**.



Nigel Stabler
Managing Director

01 October 2020

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