

# IntegrityPlus

## YOUR RECRUITMENT EXPERTS

### MODERN SLAVERY STATEMENT

As a recruitment agency operating across commercial and industrial sectors both in temporary and permanent recruitment across South Lincolnshire and a GLAA license holder we are aware of the ongoing issues of human trafficking and modern slavery and who is at risk within UK companies.

We know that our clients are doing everything they can to identify and prevent modern day slavery and human trafficking within their own organisations.

We are also more aware than ever of how many people are being trafficked and how to identify likely victims within our own organisation.

Being under a 36 Million pound turnover we are not under any legal obligation to publish a statement but we feel that it is important to highlight what we are doing to combat modern day slavery.

We recognise that many of our workers may be at risk of modern day slavery and have put measures in place to help us identify and act on anyone directly affected by this or at risk from slavery.

We are a license holder (INTE0010) of the GLAA and members of the REC and make sure that we attend regular roadshows that address modern day slavery and how to identify the signs and those at risk.

Stronger Together – Our staff attend stronger together workshops to learn about modern day slavery and how to identify and action any risks. Our attendees they relate and train other staff within the office about what they have learned.

We invite local trafficking enforcement officers to attend our offices to talk to our staff about how to identify workers being trafficked. This keeps us up to date with the extent of trafficking in our local area and how trafficking is occurring in ever more complex ways.

We have a hotline number to call to report any suspicious activity.

#### Process for new Applicants

1. All temporary workers are interviewed face to face at our offices. We do not allow other “friends” or “partners” to speak for any of our temporary candidates during the registration process. If they cannot attend our office we meet them near their location. We also interview some permanent candidates on facetime if they are out of the area.
2. All applicants must fill out their own paperwork/registration forms.
3. All candidates are advised to watch a modern day slavery video courtesy of stronger together.
4. Temporary workers must have their own bank account and show us their ID documents.
5. We ask the temporary applicants if anyone has forced them to work or ask them to pay to come and register with us.
6. We display stronger together anti-slavery posters on the back of all toilets with a hotline telephone number to call if they are being trafficked.
7. In the event that one of our applicants tells us they are being trafficked we report the agency directly to the GLAA unit or call the police whichever is relevant to the particular situation.
8. We look out for people living at multiple occupancy locations by post coding checking candidates.

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### Procedure if modern day slavery is found in the workplace

If our staff become concerned that someone is a victim of Modern Day Slavery the following identified.

1. If someone is forcing them to do work when they don't want to.
2. If someone forces them to pay someone money to give them work
3. If they are forced to live in accommodation against their will
4. Is someone controlling their identity documents or bank account
5. Is someone threatening or intimidating their family
6. If someone is only giving them enough work to cover the rent in accommodation owned by the recruiter and charging them for transport when they don't use it.

If we know someone who answers YES to any of these questions:

- Report it to the Gangmasters and Labour Abuse Authority on 0800 432 0804 or Modern Slavery Helpline on 0800 0121 700 or at <https://www.modernslaveryhelpline.org/report>.
- Call the Police in an emergency on 999, or 101 if it is not urgent. Call our local community support officer on 07973 846999.

Information we have reported in the past has been successful in convicting people of modern day slavery and we are very proud to have been whistleblowers in this respect.

We continue to be committed to identifying and preventing modern day slavery.

This statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015 and constitutes our company's slavery and human trafficking statement for the next financial year.