

RE Personnel & People Limited, Safehands Recruitment & Slavery & Human Trafficking Statement 2018

“Slavery is an obscenity. It is not just stealing someone's labour; it is the theft of an entire life.” Kevin Bales

RE People Ltd and RE Personnel Ltd known as Re Resource Group, Safehands Recruitment, recognises its responsibility to take a robust approach to slavery and human trafficking. Our commitment is to prevent any illegal activities and ensure that our supply chains or any part of its business are safe and free from labour exploitation.

We have a zero-tolerance policy to any human rights abuses and discrimination practises across our organisation, as well as requiring the same commitment from our business partners.

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

Policies

By implementing the following policies, we aim to incorporate ethical standards of our staff.

- Preventing Hidden Labour Exploitation Policy
- Welfare of Workers Policy
- Anti-Corruption Policy
- Whistleblowing Policy

Our policies are established by our Directors, based on advice from HR professionals, Industry best practise and Legal advice. We review all policies annually, or more regularly where appropriate.

Clients and Suppliers Code of Conduct

We is committed to protect any vulnerable workers, and to ensure that its' business partners adhere to the highest ethical standards.

We undertake all reasonable and practical steps to ensure that our standards are being implemented throughout the businesses of our suppliers and that relevant legislation and regulations are complied with by conducting Risk Assessments and constant cooperation with our Business Partners. We will only trade with those who fully comply with this policy.

Training

A mandatory training module on modern slavery and human trafficking is completed by all internal staff to ensure a high level of understanding. Completion of this training any updates that may be required are monitored and enforced by our Compliance Team.

All our Recruitment Consultants and Account Managers are responsible for monitoring processes and following implemented procedures to maintain the absence of any labour exploitation practices within our organisation.

Awareness-rising programme

As well as training staff, we have raised the awareness of modern slavery issues by putting up posters across the premises and implementing recommended videos into our workers' induction. The posters and videos explain where internal and external help is available for those who spot the signs of labour exploitation and for potential victims.

James Gibbs

Managing Director