

RE People Ltd, RE Personnel Ltd and Safehands Recruitment Ltd Slavery & Human Trafficking Statement 2020

“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, RE Personnel Ltd and Safehands Recruitment Ltd (The Company), recognises its responsibility to take a robust approach to slavery and human trafficking under the Modern Slavery Act 2015. 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.

Our business

Since its establishment, the Company has grown to be a trusted provider of essential recruitment services in a diverse range of market sectors: industrial, manufacturing, transport, logistics, hospitality, commercial, engineering and health and social care.

We have a strong system of governance in place to ensure that all our employees act ethically and responsibly, and in line with our core values while carrying out their daily duties.

We are a member of the Recruitment and Employment Confederation, Association of Labour Providers, SEDEX and work accordingly to ETI Base Code Principles, through which we are setting high industry standards and have developed an efficient recruitment business.

Our policies

By publishing this statement and implementing the following policies, we aim to incorporate ethical standards for our staff:

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

Our policies are established by the Board of Directors, based on the industry best practise and legal advice. We review all policies annually, or more regularly where appropriate.

Our Processes for Managing Risk

With the Risk Management Process in place we are able to identify, prevent and mitigate all risks in an appropriate and thorough manner. We have also implemented an Internal Audit Procedure to monitor our performance and work towards continuous improvement.

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We are committed to protect any vulnerable workers and ensure that our business partners adhere to the highest ethical standards. We encourage them to report any illegal or unethical behaviour and offer confidentiality where possible.

Raising Awareness Programme

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 potential victims.

Clients and Suppliers Code of Conduct

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 appropriate Risk Assessments and constant cooperation with our business partners. We will only trade with those who fully comply with this policy.

Our Performance

The Company has a clear and comprehensive framework in place designed to prevent any situation involving exposure to modern slavery. This includes a series of mandatory processes which draw attention to any vulnerability, for example, regular Bank Details and Postcode checks.

We first published our statement in 2018 to effectively combat modern slavery even though we were not required under legislation at that time.

Our Training

Our Consultants have expertise across a various range of sectors, particularly the ones considered to be at high risk of Modern Slavery and are responsible for following the procedures to maintain the absence of any labour exploitation within our organisation.

A mandatory training module about Modern Slavery and human trafficking is completed by all internal employees to ensure that their awareness about the issue and existing procedure is at high level. Completion of this training and any updates that may be required are monitored and enforced by our Compliance Department.

This Modern Slavery Statement has been reviewed by the Board of Directors of the Company in March 2020 and signed on its behalf by James Gibbs, Group Managing Director.

James Gibbs



Group Managing Director

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