

## Modern Slavery Statement

This statement is made as part of Industria Personnel Services Ltd commitment to eliminating the exploitation of people under the Modern Slavery Act 2015 (the Act). It summarises how Industria Personnel Services 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 March 2021 to March 2022. It was approved by the directors on 15.02.2021

### 1 Our Business

Industria Personnel Services is a limited company operating in the recruitment sector. We supply temporary workers in the Industrial, Driving and Commercial sectors.

Industria Personnel Services Ltd is an independent business.

#### 1.1 Who we work with

All the hirers that we work with, and all of the work-seekers we provide, are known to and identified by our staff. All the temporary workers we supply are identified by our staff. Some of these work-seekers operate through their own limited companies. Some of our work-seekers are supplied via other businesses, who facilitate providing them to the eventual hiring company.

The hiring companies that we work with are located in the United Kingdom. The work-seekers we supply live in and around the United Kingdom.

#### 1.2 Other relationships

As part of our business, we also work with the following organisations:

- Employment Agency Standards Inspector
- Stronger Together ([www.stronger2gether.org](http://www.stronger2gether.org))
- GLAA ([www.gla.gov.uk](http://www.gla.gov.uk))
- ALP ([www.labourproviders.org.uk](http://www.labourproviders.org.uk))
- the Recruitment and Employment Confederation ([www.rec.uk.com](http://www.rec.uk.com)) and the Institute of Recruitment Professionals ([www.rec-irp.uk.com](http://www.rec-irp.uk.com))

### 2 Our Policies

Industria Personnel Services Ltd has a modern slavery policy <https://www.industria-jobs.co.uk/modern-slavery-act>

In addition, Industria Personnel Services Ltd has the following policies which incorporate ethical standards for our staff and our suppliers.

- Ethical Trading Policy
- Corporate responsibility policy
- Anti-bribery/corruption policy
- Whistle-blowing policy
- No child labour policy

#### 2.1 Policy development and review

Industria Personnel Services Ltd policies are established by our directors based on advice from HR professionals, industry best practice and legal advice, and in consultation with. We review our policies annually in March, 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:

- When engaging with suppliers, we ask for evidence of their processes and policies, including commitments around modern slavery, human trafficking, forced labour, human rights, and whistleblowing.

- We review the potential for risk at regular intervals, including the possibility of re-auditing 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 reserve the right to conduct spot-checks of the businesses who supply us, in order to investigate any complaints.
- We require the businesses we work with to address modern slavery concerns in their policies publish a modern slavery statement.
- We collaborate with our suppliers in order to improve standards and transparency across our supply chain.
- Only senior members of staff who have undergone appropriate training for assessing modern slavery risks in the supply chain are authorised to sign contracts and establish commercial relationships in any area where we have identified the potential for risk.
- We ensure that all of our suppliers are members of appropriate industry bodies and working groups.
- We work with Stronger Together & the GLA in order to combat the risk of modern slavery and human trafficking.

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 Industria Personnel Services Ltd, we track the following general key performance indicators:

- Duplicate Bank details
- Duplicate Address details

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:

- the percentage of suppliers who sign up to an appropriate code / provide their own modern slavery statements
- the amount of time spent on audits, re-audits, spot checks, and related due diligence
- 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 Directors, Senior Managers, Managers, Consultants, Receptionists receive detailed training in identifying and resolving concerns around modern slavery and human trafficking.
- Our recruiters, and staff involved in our procurement and supply chains 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.

**Mathew Coulson**  
**Operations Director**

