

Company Name	Earl Street Employment Consultants Ltd		
Policy Name	Modern Slavery Statement		
Issue Date	August 2023	Version	2
Review Frequency	Annually	Associated Process	

This statement is made as part of Earl Street Employment Consultants Ltd commitment to eliminating the exploitation of people under the Modern Slavery Act 2015 (**the Act**). It summarises how Earl Street Employment Consultants 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 August 2023 to August 2024. It was approved by the board of directors on 1st August 2023.

Alex Craven
Director

Our Business

Earl Street Employment Consultants Ltd is a limited company operating in the recruitment sector. We provide introduction services and supply temporary workers operating in the office based and industrial sectors.

Earl Street Employment Consultants Ltd is an independent business.

Who we work with

All of the hirers that we work with, and all of the work-seekers we provide, are known to and identified by our staff.

All of the temporary workers we supply are identified by our staff.

The hiring companies that we work with are located in Kent and South East England. The work-seekers and workers we supply live in Kent and South East England.

Other relationships

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

- The Recruitment and Employment Confederation (<https://www.rec.uk.com/>) and the Institute of Recruitment Professionals (www.rec-irp.uk.com)

Our Policies

Earl Street Employment Consultants Ltd has a modern slavery policy.

In addition, Earl Street Employment Consultants Ltd has the following policies which incorporate ethical standard for our staff and our suppliers:

- Anti-corruption and Bribery Policy
- Ethical Trading Policy

Policy development and review

Earl Street Employment Consultants Ltd policies are established by our directors based on advice from HR professionals, industry best practice and legal advice, and in consultation with the Recruitment and Employment Confederation. We review our policies annually, or as needed to adapt to changes.

Our Processes for Managing Risk

In order to assess the risk of modern slavery, we use the following processes with our suppliers:

- 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 collaborate with our suppliers in order to improve standards and transparency across our supply chain.
- We ensure that all of our suppliers are members of appropriate industry bodies and working groups.
- We work with REC and the Home Office 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.