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# Employment Services Ltd

## Modern Slavery Statement

**Unique Employment Services Ltd** is a well-established recruiter of both temporary and permanent staff, operating across five locations within the UK and is committed to doing everything within its power to prevent Modern Slavery, Human Trafficking, Forced Labour and similar Human Rights Abuses within our business and supply chains.

As a privately-owned Company, established since 1998 by recruitment professionals with over 40 years' experience, Unique specialises in providing cost effective and value-added solutions for its selected markets, and building long-term customer relationships. We have always strived to operate with the highest standards of ethics, responsibility and our approach to prevent all Human Rights Abuses reflects this.

The Company aims to tackle these Human Rights Abuses within our business and supply chains by:

1. Identifying risk areas within our business and supply chains
2. Taking relevant steps to mitigate those risks
3. Continually monitor the effectiveness of our risk preventions
4. Protect and encourage whistle-blowers

### **Risk Assessment**

Implementing Human Rights Due Diligence (HRDD), a concept introduced by the UN Guiding Principles using the following:

- Transparency with our clients, so that we can work together in ensuring that exploitation is absent from the supply chain.
- Strict policies for payment of temporary staff, including aiding the staff to gain their own bank accounts.
- Adherence to and respect for human rights.
- Maintaining a friendly and helpful relationship with our temporary staff, to ensure that they feel they can take part in open and frank dialogue.
- Entrenching human rights into our business approach as the number one priority
- Building upon potential partnerships with organisations such as 'Stronger2gether' which exist to eradicate modern slavery.
- Creating an open and ongoing dialogue within the agency to ensure that any issues can be discussed and resolved effectively and without discomfort or opposition.

## **Staff Training**

- Keeping staff aware of typical signs of trafficking, thus ensuring confidence in their own ability to identify potential victims.
- Training sessions across the company with the aid of 'Stronger2gether' educational material.
- Ensuring that staff are aware of the reporting procedure in the event of a discovery.

## **Relationship with Temporary workers**

- A comprehensive registration process, involving an interview and the copying of all necessary documents.
- Focussing on creating a warm environment which stimulates discussion between the temporary worker and the agency.
- A focus on emphasising and protecting the rights of our temporary staff.

We are committed to ensuring that our staff and any workers we supply (directly or indirectly) are not subject to behaviour or threats that may amount to Modern Slavery, Human Trafficking, Forced Labour and any similar Human Rights Abuses.

We strongly encourage any staff, workers or other parties to report any concerns or suspicions that they may have to a Branch Manager.

Our Board of Directors take reports surrounding these issues extremely seriously and are committed to ensuring that all investigations will be promptly and effectively dealt with. If our investigations reveal any issues, we are committed to taking appropriate action, including but not limited to working with the appropriate organisations to improve standards and passing details to appropriate law enforcement bodies.

This policy was adopted on 30<sup>th</sup> January 2017 after being agreed by our Board of Directors. It is reviewed on an annual basis.