

Modern Slavery Policy

1. Morestaff is committed to eliminating modern slavery, human trafficking, forced labour, and similar human rights abuses.
2. Morestaff is committed to ensuring that its staff and any workers it supplies (directly or indirectly) are not subject to behaviour or threats that may amount to modern slavery, human trafficking, forced labour, and similar human rights abuses.
3. Morestaff provides appropriate training and awareness information for all of its staff. In particular:

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.
4. Any staff, workers or other parties are strongly encouraged to report any concerns or suspicions that they might have to the HR Department.
5. Reports surrounding these issues are taken extremely seriously by directors, who are committed to ensuring that all investigations shall be prompt and effective. 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,
 - Removing that organisation from our preferred supplier list,
 - Passing details to appropriate law enforcement bodies.
6. We regularly monitor our risks in this area through the use of relevant key performance indicators, including:
 - The effectiveness of enforcement against suppliers who breach policies,
 - The amount of time spent on audits, re-audits, spot checks, and related due diligence, and
 - The level of modern slavery training and awareness amongst our staff.
7. As part of our efforts in this area, we publish a modern slavery statement on an annual basis.
8. We would also recommend reading this in conjunction with our other policies, including our:
 - Anti-bribery / corruption policy, and
 - Whistle-blowing policy.

This policy was adopted on March 2022 after being agreed by our Director. It is reviewed annually.

Template Modern Slavery Statement

This statement is made as part of Morestaff's commitment to eliminating the exploitation of people under the Modern Slavery Act 2015 (the Act). It summarises how Morestaff 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 Jan 2022 to December 2022. It was approved by the directors on March 2022.

Kirsty Pedder
Operations Manager

1 Our Business

Morestaff is a limited company operating in the recruitment sector. We supply temporary workers in the Logistic and Distribution sectors.

Morestaff is an independent business.

1.1 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. Some of these work-seekers operate through their own limited companies.

The hiring companies that we work with are located in Herts, Beds and Bucks. The work-seekers we supply live in Herts, Beds and Bucks.

1.2 Other relationships

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

- APSCO
- the Recruitment and Employment Confederation (www.rec.uk.com) and the Institute of Recruitment Professionals (www.rec-irp.uk.com)

2 Our Policies

Morestaff has a modern slavery policy available on J Drive.

In addition, Morestaff has the following policies which incorporate ethical standards for our staff and our suppliers.

- Equal Opportunity Policy
- Bribery Policy

2.1 Policy development and review

Morestaff's policies are established by our, based on advice from HR professionals, industry best practice and legal advice. We review our policies 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:

- We conduct audits before entering into a commercial relationship with any business where there is the potential for risk. These audited businesses form the basis of our preferred supplier list.
- 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 abide by our code of supplier conduct.

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 Morestaff, we track general key performance indicators

Based on the potential risks we have identified, we have also established the following key performance indicators, which are regularly assessed by our directors the effectiveness of enforcement against suppliers who breach policies

- 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 leadership team receive detailed training in identifying and resolving concerns around modern slavery and human trafficking.

- Our recruiters 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 regularly.