



Modern Slavery Statement

This statement is made as part of @ Work Wales Ltd.'s commitment to eliminating the exploitation of people under the Modern Slavery Act 2015 (the Act). It summarises how @ Work Wales 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 January 2021 to December 2021. It was approved by the company directors on 11th January, 2021.

Sophie Benyamin
Director

1 Our Business

@ Work Wales Ltd is a limited company operating in the recruitment sector. We provide introduction services / supply temporary workers in the commercial, industrial, construction, sales and marketing, finance, transport, IT, and hospitality sectors.

@ Work Wales Ltd. 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. We do not supply work-seekers to hiring companies through any intermediaries.

The hiring companies that we work with are located throughout the UK, but predominantly in Mid, West, and South Wales. The work-seekers we supply live throughout the UK, but predominantly in Mid, West and South Wales.

1.2 *Other relationships*

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

- GLAA (Gangmaster and Labour Abuse Authority)
- Association of Labour Providers
- the Recruitment and Employment Confederation (www.rec.uk.com)

2 Our Policies

@ Work Wales Ltd. has a modern slavery policy which is available upon written request.

In addition, @ Work Wales Ltd has the following policies which incorporate ethical standards for our staff.

- Ethical Conduct Policy
- Equality and Diversity Policy
- Induction Policy

2.1 Policy development and review

Work Wales Ltd.'s policies are established by our senior leadership team, based on advice from HR professionals, industry best practice and legal advice. We review our policies annually, 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 whistle-blowing.
- 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 collaborate with our clients 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 work with the Gangmaster and Labour Abuse Authority, the Association of Labour Providers, and the Recruitment and Employment Confederation 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 @ Work Wales Ltd., we track the following general key performance indicators:

- The level of training amongst our staff.

- The speed with which we investigate related concerns, and the effectiveness of any whistle-blowing processes.
- The level of compliance and transparency we have established with our supply chain.

Based on the potential risks we have identified, we have also established the following key performance indicators, which are regularly assessed by our senior leadership team:

- 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 carefully consider our indicators, 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 consultants 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.