

Modern Slavery Statement November 2024



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Trusted.
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Introduction

Staffline Group PLC (“Staffline”) is a leader in recruitment and is committed to creating safe and exciting employment opportunities. We take our responsibility seriously, striving to disrupt exploitation and tackle Modern Slavery, ensuring worker welfare is central to everything we do.

With a zero-tolerance approach to slavery, human trafficking, and exploitation, we prioritise preventing Modern Slavery as one of our highest obligations and intrinsic to our aim of enabling people into good work. Staffline collaborates with businesses, charities, and agencies that share our dedication to safeguarding workers, sharing valuable insights and enabling us to refine our compliance measures and enhance our safeguards by embedding rigorous checks across our businesses, and continually improving our practices.

Aware of the ever-evolving nature of this crime, we adapt proactively with the support of our stakeholders. Geopolitical tensions impact individuals vulnerable to modern slavery as instability and economic hardships effect environments on which this crime thrives. We work with agencies like the Gangmasters Labour Abuse Authority (GLAA), the Home Office, and other anti-slavery networks to support those in need, gain awareness and prevent exploitation.

At Staffline, we are committed to providing a safe, secure environment where individuals can thrive, contributing actively to the effort to eradicate Modern Slavery. We are honoured to support survivors of Modern Slavery, working closely with multiple agencies to provide opportunities for fair and safe working environments for all.

About Us

Founded in 1986, Staffline has grown into the UK's leading provider of flexible, temporary, and permanent workforce solutions, enabling an average of circa. 30,000 people into good work each day.

Alongside our numerous client range, we have established ourselves as a trusted recruitment partner, we operate across more than 400 sites across the UK and Ireland, delivering customised workforce solutions for diverse sectors such as automotive, manufacturing, food production, logistics, aviation, and driving. Working closely with clients to meet their unique business needs while ensuring candidates are matched with reputable employers for meaningful job opportunities.

Our recruitment process is supported by a team of experienced recruiters and innovative technology, including our bespoke candidate management tool, Universe, and the Have Your Say experience management platform, which enhance worker satisfaction and retention. With a commitment to compliance and ethical standards, Staffline's vision is to remain the UK's most trusted recruitment business, helping businesses find the right talent while enabling individuals to succeed in secure and rewarding work environments. This embeds our culture and philosophy within our brand purpose, of enabling people into good work.

Staffline Organisational Structure and Supply Chain

Staffline Group operates with a structured, division-based approach to provide specialised recruitment and workforce solutions. The company is organised into four primary divisions:

Recruitment GB: This division focuses on supplying temporary and flexible staffing solutions across various sectors in Great Britain, managing an average of around 30,000 workers daily. Staffline operates at approximately 400 client sites, offering on-site staffing and recruitment process outsourcing.

Recruitment Ireland: Catering to the Irish market, this division delivers tailored recruitment services across multiple industries. It provides both temporary and permanent staffing and maintains around ten branch offices and ten on-site client locations across Ireland, supporting over 4,500 employees per day.

PeoplePlus: This division specialises in employability training, independent living, social value services, and delivering education within prisons across the UK. PeoplePlus focuses on upskilling individuals and helping them secure long-term employment, aligning with Staffline's mission of enabling people into good work.

Datum RPO: Specialising in managed service provider solutions, Datum RPO helps clients manage their temporary workforce, ensuring compliance and operational efficiency while providing full visibility on workforce spending.

Overall, Staffline's structure is designed to support large-scale workforce needs and maintain strong client partnerships by providing comprehensive, industry-specific recruitment solutions. The company continues to integrate technology and uphold ethical practices across all divisions, reinforcing its commitment to worker welfare and compliance standards.

Staffline's supply chain management emphasises compliance and ethical standards. The company is committed to working only with partners who share its high standards, adhering to the GLAA licencing standards and this is demonstrated by its ISO 9001 accreditation, EcoVadis Silver rating and its partnership with ethical recruitment initiatives like the Responsible Recruitment Toolkit, Stronger Together, and Sedex. By integrating technology and maintaining close relationships with stakeholders, Staffline ensures robust supply chain operations that support both worker welfare and client satisfaction.

Policy Statement

Our commitment to eradicating modern slavery permeates our operations and supply chains, underscoring our zero-tolerance stance against slavery and human trafficking. We uphold our brand values consistently throughout our business practices and refuse to partner with any organisation that engages in slavery or human rights violations.

Teamwork: We ensure that all stakeholders, including new employees, undergo mandatory training on recognising and addressing modern slavery from their first day. This training is bolstered by resources such as the Worker Handbook.

Respect: We treat all stakeholders with dignity and integrity, encouraging the reporting of any suspected modern slavery or human trafficking cases.

Commitment: Our relentless approach focuses on eradicating modern slavery and its associated crimes through continuous improvement, shared knowledge, and collaboration, supported by thorough due diligence and compliance efforts.

Reliability: We prioritise the worker experience, consistently investigating and addressing any welfare concerns with our independent team and relevant authorities.

Creativity: We adapt our strategies to combat the evolving nature of modern slavery, utilising data insights and trend analysis to uncover new behaviours and methods to disrupt criminal activities.

Integrity: doing things the right way, for the right reason, ethically, honestly, every time.

Our commitment to protecting all stakeholders against modern slavery, including unfair recruitment practices and human rights abuses, is reinforced by accessible internal and external grievance mechanisms. We strive to uphold human rights and eliminate modern slavery and unethical recruitment practices throughout our business.

Due Diligence

At Staffline, we define our responsibilities for modern slavery due diligence as proactive measures aimed at reducing the risk of forced labour and human trafficking within our operations and supply chains. We are committed to identifying and assessing areas of potential risk, and we engage openly with our suppliers and stakeholders to ensure a transparent, company-wide approach to addressing modern slavery. This comprehensive strategy is designed to maintain the highest standards of compliance and accountability.

To enhance the effectiveness of our due diligence, we collaborate closely with non-governmental organisations (NGOs), authorities, charities, and various stakeholders. These partnerships help us share knowledge, provide training, and implement ongoing development plans that address and adapt to the continually changing dynamics of modern slavery.

We leverage technology and innovation to identify trends and 'red flags,' utilising data analytics, external audit reports, and insights from our dedicated internal investigation team. This approach enables us to apply valuable lessons from real-world case studies, ensuring that the protection of human rights remains central to our actions.

Our commitment to combating modern slavery is backed by full adherence to legal and regulatory frameworks, including the UK Modern Slavery Act, and we support the EU Corporate Sustainability Due Diligence Directive. Additionally, we align our practices with the UN Guiding Principles on Business and Human Rights and the OECD's Six-Step Due Diligence Framework, further reinforcing our pledge to uphold ethical standards throughout our business and supply chains.

Training & Awareness

At Staffline, educating and engaging all stakeholders is central to our efforts against modern slavery.

From day one, all new team members complete mandatory training on this topic through our online platform. Our workforce receives comprehensive information during their inductions, supported by our Worker Handbook (available in ten languages) which provides guidance on accessing help and support.

Our 7 Red Flags programme simplifies the identification of modern slavery indicators, reinforcing awareness across our teams and stakeholders. In addition, we collaborate with partners to stay informed on emerging trends and indicators. Staffline's commitment to high ethical standards is reflected in our achievements, including ISO 9001 certification, and a Silver EcoVadis rating, placing us in the top 15% of companies in the UK. As an REC and ALP member, and a registered business partner with the Stronger Together initiative and the Responsible Recruitment Toolkit, we uphold stringent ethical practices in all aspects of our operations and supply chain.

Any reports of modern slavery or worker welfare concerns are thoroughly investigated by our independent Compliance Investigations team, often in collaboration with government bodies, local authorities, NGOs, charities, and our clients, ensuring the well-being of our workforce remains a top priority.

KPIs & Risk Assessments

Across our portfolio, we have established business-specific performance indicators, all aimed at tackling modern slavery and evaluating the effectiveness of our actions. We recognise that some of our operations are within high-risk sectors, and we continuously assess our strengths and weaknesses to drive improvement for better support, education, and to address any potential human rights violations.

We are committed to proactively identifying cases of modern slavery, and we encourage all stakeholders to confidently report any concerns. Our approach includes the following methods:

- **Proactive Case Identification:** We assess, and track identified cases throughout our operations to understand risk areas and improve our response.
- **Encouraging Reporting:** We actively support and encourage our employees to speak up if they notice any red flags, promoting a culture of vigilance and transparency.
- **Ongoing Training and Development:** We implement continuous improvement plans for staff training, ensuring our teams have the knowledge and awareness to uphold compliant and ethical practices.
- **Strengthening Networks:** We build partnerships and networks that align with our commitment to eradicating modern slavery, collaborating with like-minded organisations and stakeholders.
- **Supply Chain Transparency:** We regularly review supply chain transparency and risk, both within our own operations and across our clients, to identify potential vulnerabilities.
- **Raising Awareness:** We keep modern slavery at the forefront by sharing current headlines and insights from UK cases, as well as key learnings provided by enforcement authorities.
- **Worker-Centric Approach:** We prioritise the well-being of our workers, ensuring they are central to all our efforts and strategies.
- **Continuous Learning for Compliance Teams:** Our compliance team is dedicated to ongoing learning, staying connected with subject matter experts and frontline charities that support trafficking victims, allowing us to incorporate critical information into our practices.

By integrating these methods, we remain dedicated to creating a safer, more ethical work environment and taking an active stance against modern slavery across all aspects of our business.

Collaboration & Communication

All suspected cases of modern slavery are reported to the Gangmasters and Labour Abuse Authority (GLAA) and/or local police forces. We collaborate closely with other enforcement authorities and charitable organisations to support victims, ensuring they receive the necessary assistance and remediation, while also assisting law enforcement in their efforts to bring perpetrators to justice.

We take pride in our partnerships with dedicated charities and organisations, including Migrant Help, Hope for Justice, Spring Housing, The Jericho Foundation, The Sophie Hayes Foundation, and City Hearts. It is an honour to contribute to their important work by offering work placements to survivors, helping them to rebuild their lives with renewed hope and purpose.

Our involvement in anti-slavery networks continues to grow each year, with more organisations joining to expand their reach and share in our commitment to combatting modern slavery. We work closely with OnePay, an approved alternative payment solution for our workers, to swiftly and thoroughly investigate any suspicions of modern slavery or fraudulent account usage.

We are incredibly proud that other organisations have utilised our worker rights leaflet to help spread awareness about labour rights and the expectations for working in the UK. In 2024-2025, we are excited to launch new campaigns, which we are eager to share broadly so that more people can benefit from the information and learn their rights.

Raising awareness among our clients and their supply chains is a core passion, and we actively seek new partnerships and conversations to help keep modern slavery prevention at the front and centre, which is demonstrated by the 'SAMS' initiative.

Scotland Against Modern Slavery ('SAMS') is fully funded and operated by Staffline and Brightwork as a joint initiative with Police Scotland, the GLAA, and the Scottish Government. 56 businesses have joined this initiative from across the Scottish business community, with the core aims of:

- Raising awareness of the issue of exploitation in the business community in Scotland and sharing best practice.
- Supporting survivors with full time good work with the corporate partners.
- Raising awareness with those communities who are vulnerable to exploitation.

Collaboration has been instrumental in fostering clear communication, sharing knowledge, and exchanging best practices. By embracing teamwork and a unified approach, we strive to strengthen our collective ability to tackle modern slavery and make a meaningful impact.

Governance & Oversight

Our policies and accountability mechanisms are central to effectively identifying, preventing, and addressing modern slavery risks. ISO certifications are in place across the Group and include ISO 9001 (Quality Management Systems), ISO 14001 (Environmental Management Systems), and ISO 27001 (Information Security Management Systems). The achievement and maintenance of these certifications enable us to continually review, update, and strengthen our policies and procedures to ensure sustainable and ethical practices.

Our board of directors is fully committed to fostering a culture of zero tolerance towards modern slavery, and this commitment is clearly communicated across the business. Ethical behaviour is embedded in our core values, and we are dedicated to upholding these standards throughout our operations. The governance/compliance functions within each trading division produce an annual modern slavery statement, maintain GLAA licenses in place, and oversee the implementation of our anti-slavery policies and procedures.

Our comprehensive approach includes robust internal audits and regular external audits to identify, assess, and mitigate modern slavery risks within our operations and supply chain. Through robust due diligence processes, we thoroughly investigate any instances of potential modern slavery and implement corrective actions wherever necessary.

Our Commitment

Staffline is fully committed to strengthening our efforts to prevent modern slavery and human trafficking. We recognise the complexity and sophistication of these crimes, which require ongoing vigilance and comprehensive safeguards to protect our workforce and business. Implementing robust measures to counteract exploitation is a top priority for us.

Education and awareness are key to our strategy, and we are dedicated to empowering our employees and stakeholders to identify and report any signs of exploitative practices. We continuously engage with our workforce, ensuring they feel confident and supported in raising concerns across all areas of our operations.

At Staffline, we also place high importance on our role in supporting local communities and businesses. Our overarching strategy is outlined in our annual Environmental, Social, and Governance (ESG) report. For us, ESG is not just a compliance exercise; it is integral to our corporate and governance strategies. This includes our unwavering commitment to addressing modern slavery and hidden labour exploitation within our own business and throughout our partnerships. Our ESG Committee, with its deep understanding of the Group and its subsidiaries, ensures that our ESG strategy aligns with our broader business goals and remains relevant within our industry. To learn more about our ESG strategy and commitments, please visit our ESG report at: [Staffline ESG Report](#).

We are reassured that the scale of our business can be extremely helpful to link with our partners outside of our industry to help tackle modern slavery and raise awareness across all regions of the UK, and we welcome all partnerships and will always do what we can to help protect workers from this horrific crime.

Keeping the communication channels open to encourage our workers to approach us any time to have the confidence to report exploitation and using learning platforms and internal intranet sites to escalate messages throughout our business to keep the conversations flowing will be key to engage more internally.

Staffline will continue to assess our risks and transparency throughout our business to identify and establish a company-wide compliant approach to Modern Slavery management.

Approved by the Board of Directors of Staffline Group plc in November 2024.

Albert Ellis
Chief Executive Officer
Staffline Group PLC

Staffline Group Divisions

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Staffline Recruitment GB
<https://www.staffline.co.uk/>



Brightwork Staffline (part of Staffline Recruitment GB)
<https://www.brightwork.co.uk/>



Omega (part of Staffline Recruitment GB)
<https://www.omegaresource.co.uk/>



PeoplePlus
<https://peopleplus.co.uk/>



Staffline Recruitment Ireland
<https://stafflinerecruit.com/>



Datum RPO
<https://www.datumrpo.com/>

