



Elect Recruitment Modern Slavery Statement

Elect Recruitment has a business turnover of <£36m. We do not have an annual slavery and human trafficking statement on our website, however our Modern Slavery Policy complies with the Modern Slavery Act 2015 and UN Guiding Principles on human rights.

Our Board of Directors has overall responsibility for ensuring we comply with our legal and ethical obligations, and that all those under our control comply with it.

Line managers at all levels are responsible for ensuring their reports understand and comply with our policy and are given adequate and regular training.

All staff are trained to understand what modern slavery is, how to recognise the common signs of it and how to report it. Staff involved in procurement are also instructed on how to conduct due diligence to ensure our supply chains for core products and services remain slavery free.

Our responsible officer has assessed our business and supply chains and established that we are an inherently low risk organisation, but we remain vigilant through regular review.

Measures to reduce modern slavery risks include:

- Paying wages into a bank account in the name of the worker, monitoring multiple occurrences of workers with the same home address/contact details
- Providing clients with a copy of our policy and worker with a handbook with a section dedicated to modern slavery
- Conducting risk assessments to identify and areas of our business that may be at higher risk
- Implementing procedures for reporting concerns without reprisal and communicating these to staff and workers
- Following up all reports/suspicions of modern slavery
- Implementing due diligence when selecting key suppliers
- Maintaining corporate membership with REC and taking advice on minimising risks
- Complying with the ETI Base Code including the April 2014 amendment