

Modern slavery statement



Introduction

Modern slavery can take many forms including the trafficking of people, forced labour, servitude and slavery. As the world's leading recruitment experts, we take our responsibility for supplying staff extremely seriously and are aware of the potential for being targeted by traffickers and unlicensed gangmasters. Our processes around candidate engagement ensure our employees are alert to the signs of exploitation, in order that we may take the necessary action promptly and effectively, should it be identified. Sectors affected include, but are not limited to, construction & property, engineering & manufacturing and health & social care.

Randstad has adopted and continues to develop a proactive approach to prevent, respond to and remediate the risks of modern slavery within its workplaces.

This statement has been published in accordance with the Modern Slavery Act 2015. It sets out the steps taken by Randstad to prevent modern slavery and human trafficking in its business and supply chains. This statement covers the following legal entities across our Randstad group.

- Randstad Solutions LTD
- Pareto Law LTD
- Qualitair Aviation Group

Our Mission statement

At Randstad, our talent is the driving force of our organisation. We are committed to creating safe working environments to ensure every individual is free from exploitation and can live with dignity, equality and freedom. To achieve our mission, we plan to eliminate modern slavery in all its forms within our operations and supply chains, whilst setting an example for others.

Our Business

We have a zero-tolerance approach to modern slavery and human trafficking within our business and supply chains. Randstad Solutions Limited and its subsidiaries ("Randstad UK") are part of the global Randstad Group, one of the largest providers of recruitment and related services in the world. Randstad UK consists of specialist businesses working within vertical markets such as care, education, finance and accounting, construction, property and engineering

Our strategy

Randstad has a clear strategy to manage and minimise the risk of modern slavery within our business. This strategy is underpinned by five main pillars

- **Protect our talent** - by high level onboarding processes, utilising technology and auditing we can protect and support our talent.
- **Internal awareness** - we will foster a culture of vigilance and reporting by providing guidance and support to individuals who encounter potential instances of modern slavery.
- **Challenge our clients and suppliers** - strengthen supplier and client due diligence processes to ensure transparency, accountability and compliance within anti slavery standards.
- **Exceed the industry standard** - being a role model within the industry, by working with market leaders and promoting best practice.
- **Commercial differentiator** - able to demonstrate our strong ethics, professionalism and process to give our clients, suppliers and stakeholders confidence in our ability.

Our Supply Chains

Our supply chain can be divided in two: suppliers of personnel who work with us to deliver services to our clients and suppliers of goods and services such as cleaning and catering.

Our supply chains include, but are not limited to, sourcing candidates for clients. This may involve the introduction by external agencies to Randstad of candidates for onward supply to our clients. We expect our suppliers and potential suppliers to aim for high ethical standards and to operate in an ethical, legally-compliant and professional manner by adhering to our Supplier Code of Conduct. We also expect our suppliers to promote similar standards in their own supply chain.

We ensure that our supply chain shares our values and makes commitments to manage any risk of modern slavery and ensure appropriate training of their own staff. As part of our commitment to continuous improvement, we audit all our suppliers including those who operate in high risk areas, as well as to question any new supplier on their standards.

We will continue to ensure that all suppliers to Randstad are engaged under written contracts which require them to comply with the laws applicable to their business, the Randstad Supplier Code of Conduct and the Randstad Business Principles.

Assessment of risk and audit of suppliers

We accept that no part of our business is immune to the risk of modern slavery and our approach to training as outlined below reflects this. We understand though that some parts of our business and their respective supply chains have a higher risk of modern slavery taking place. In particular, those parts of our business which supply workers in the following sectors:

- Care
- Construction

- Manufacturing

Accepting and recognising these risks allows Randstad to target its resources effectively to combat the risk of modern slavery where it is highest. We already have an established audit programme for suppliers of personnel. We have expanded our current audits to assess matters relating to modern slavery, including what steps the suppliers are taking to mitigate the risk of occurrence.

We also have automated processes built into our back office functions that help us to identify potential risks of modern slavery. These checks focus on duplication of worker information and bank detail reconciliation.

The ongoing risk which modern slavery presents will be continually reviewed as part of our established risk management processes. We conduct yearly gap analysis to review current processes and potential risks. This allows us to continuously review and improve our process.

Training

All employees receive information relating to modern slavery as part of their induction programme. Employees are provided with guidance on indicators of modern slavery and complete mandatory e-learning. Annual reminders of our policy regarding modern slavery are communicated to all employees.

We provide written information for all our agency workers in regard to spotting signs of modern slavery and how to report any incidents or concerns. This information is held in our agency workers handbooks.

We have a dedicated modern slavery champion who attends regular forums and training with external organisations such as Stronger Together and ALP.

Randstad is a signatory of the United Nations Global Compact and respects and supports its ten principles with respect to human rights, labour, environment and anti-corruption. The principles regarding labour are those outlined in the ILO Declaration on Fundamental Principles and Rights at Work: freedom of association and the right to collective bargaining, elimination of all forms of forced or compulsory labour, effective abolition of child labour, and elimination of discrimination in respect of employment and occupation. We also hold Ethical Labour Sourcing Standard (ELS) BES 6002 accreditation.

We are committed to make the Global compact principles part of the strategy, culture and day-to-day operations of Randstad and the ten principles are therefore regarded as part of our Business Principles.

Randstad engages with external organisations who specialise in minimising risk of modern slavery. Randstad are members of the Association of Labour Providers (ALP), an organisation which promotes responsible recruitment and supports members to ensure that labour provision is recognised as a model of sustainable good practice. Randstad also works closely with Stronger Together a non profit organisation who specialise in responsible recruitment, fair work and tackling labour exploitation.

As an organisation, we are committed to building on what we do each year to prevent modern slavery and human trafficking within our organisation and supply chain.



Our Policies

People are at the core of our services. Our ultimate goal is to touch the work lives of 500 million people by 2030. When working for Randstad, we expect our employees to understand and promote the importance of our human rights responsibilities in relation to all stakeholders, both within the Randstad Group and in any external business relationships. This includes colleagues, candidates, jobseekers, clients, suppliers and all other stakeholders with whom employees come into contact as part of their job.

We take a zero-tolerance approach to modern slavery: no form of forced labour, such as slave, bonded, indentured, or prison labour, will be used or offered. Work must be voluntary and candidates and employees shall be free to leave work or terminate their employment with reasonable notice, provided they abide by local legal requirements.

Randstad companies shall never charge directly or indirectly (e.g. through subcontractors) any fees or related expenses to jobseekers, candidates and employees for registration or recruitment, whether for a temporary assignment or a permanent position. No one shall be deprived of his or her identity documents, diplomas or training certificates upon starting or terminating work for Randstad or its clients. Randstad adopted a global Human Rights Policy to support this.

Human rights are an integral part of our core values and business processes. They are always taken into account during our strategy-setting process, and are respected in our daily operations, as appropriate to our involvement, the nature and context of our operations, the extent to which human rights issues are likely to occur, and the impact they may have (severity and likelihood).

In our Human Rights policy we set out the leading principles for Randstad and its employees and candidates with regard to human rights, as well as our expectations towards our external stakeholders. Our Human Rights Policy is available at the following link: [Randstad Human Rights Policy](#)

Randstad group misconduct reporting procedure

Trust and simultaneous promotion of all interests are part of our core values. Any employee, candidate or other stakeholder who reasonably suspects or has witnessed a violation of a Randstad policy, particularly the Human Rights policy, is expected to raise their concern in accordance with the Randstad Group Misconduct Reporting Procedure, including the Randstad Group Integrity Line.

The Integrity Line consists of a secure webpage and telephone hotline, available 24/7, and operated by an independent external provider. Reports can be made in a range of languages. The Integrity Line allows for communication between the complainant and Randstad.

Reports received through this Integrity Line are forwarded to the relevant Local Integrity Officer, who ensures that any report is dealt with quickly, fairly and lawfully. All concerns are treated in confidence, and with the complete assurance that there will be no retaliation against anyone filing a complaint in good faith.

Although we encourage reporters to share their identity (as communication with the reporter greatly facilitates any investigation), reports can also be submitted anonymously when making use of the Integrity Line. Where serious misconduct is proven, management will take prompt and appropriate action. Our misconduct reporting policy is available at the following link [Misconduct reporting policy](#)



Assessment of effectiveness

In order to assess the effectiveness of the steps we are taking, we will continue to monitor the following indicators:

- Completion of training both through attendance at induction and e-learning;
- Percentage of suppliers of personnel subjected to audit;
- Reports of possible incidents of Modern Slavery
- Frequent modern slavery audits conducted on temp workers

This statement has been approved by the CEO of Randstad UK Holding Limited and is applicable to all companies within Randstad UK.

A handwritten signature in black ink that reads "Victoria Short".

Victoria Short

Date: April 2024

Chief Executive Officer