



Modern Slavery Statement

This statement is made as part of Premier Placement Services Ltd's commitment to eliminating the exploitation of people under the Modern Slavery Act 2015 (the Act). It summarises how Premier Placement Services 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. It was approved by the Managing Director on 4th January 2024.

Jonathan Harper
Managing Director

1 Our Business

Premier Placement Services Ltd is a limited company which specialises in recruiting and placing temporary and permanent workers in the recruitment sector.

Premier Placement Services Ltd is an independent business which operates in the United Kingdom only.

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. We do not supply work-seekers to hiring companies through any intermediaries.

The hiring companies that we work with are located in the UK. The work-seekers/workers we supply live in UK.

1.2 *Other relationships*

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

- sector-specific trade unions
- sector-specific professional and regulatory bodies
- sector-specific industry bodies
- the Recruitment and Employment Confederation (www.rec.uk.com) and the Institute of Recruitment Professionals (www.rec-irp.uk.com)

2 Our Policies

Premier Placement Services Ltd has a modern slavery policy.

In addition, Premier Placement Services Ltd has the following policies which incorporate ethical standards for our staff and our suppliers.

- **Equal Opportunities and Diversity Policy**
- **Whistle-blowing Policy**
- **Grievance Policy and Procedure**
- **Compliant Procedure**
- **Ethical and Responsible Sourcing Policy**

2.1 *Policy development and review*

Premier Placement Services Ltd's policies are established by the Managing Director, based on advice from HR professionals, industry best practice and legal advice. We review our policies on a regular basis 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 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 / address modern slavery concerns in their policies / publish a modern slavery statement.
- We collaborate with our suppliers in order to improve standards and transparency across our supply chain.

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 Premier Placement Services Ltd, we track the following general key performance indicators:

- Training of all staff to be knowledgeable about the risks associated with modern slavery and the use of labour monitoring and payroll systems.
- The monitoring of individual bank accounts and proof of bank accounts in the name.
- The monitoring of Companies House PSC to ensure they are still active, and the key person is still current.
- The monitoring of workers and colleagues right to work in the UK.
- The monitoring of all workers identity documents and driving licence documents.
- The monitoring of Working Time Directive for workers and colleagues.

Based on the potential risks we have identified, we have also established the following key performance indicators, which are regularly assessed by our Managing Director and Operations Director.

- 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:

- 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.

Premier Placement Services Ltd is not required to publish a modern slavery statement on an annual basis because it does not meet the requirements of the act.

This policy was adopted on 8th February 2022 after being agreed by the Managing Director. It is reviewed annually.