Modern Anti - Slavery Statement

This statement is made as part of Connection Recruitment Limited’s commitment to eliminating the exploitation of people under the Modern Slavery Act 2015 (the Act). It summarises how Connection Recruitment Limited 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.

1. Our Business

Connection Recruitment Limited is a limited company operating in the recruitment sector. We supply temporary workers in the Highways sector.

Connection Recruitment Limited is an independent business.

* 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 our work-seekers are supplied via other businesses, who facilitate providing them to the eventual hiring company (umbrella companies).

* 1. ***Other relationships***

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

* the Recruitment and Employment Confederation ([www.rec.uk.com](http://www.rec.uk.com/))
1. Our Policies

Connection Recruitment Limited has a modern anti-slavery policy.

In addition, Connection Recruitment Limited has the following policies which incorporate ethical standards for our staff.

* Corporate social responsibility policy
* Ethical procurement policy
* Anti-bribery / corruption policy, and
* Whistle-blowing policy.
	1. ***Policy development and review***

Connection Recruitment Limited’s policies are established by our directors, based on industry best practice and legal advice. We review our policies annually, or as needed to adapt to changes.

1. 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.
* 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.

Our staff are encouraged to bring any concerns they have to the attention of management.

1. 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.
* 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, we encourage our staff to discuss any concerns that they have. Training is refreshed annually.