

# Modern Anti-Slavery and Human Trafficking Statement

## Introduction

This Modern Slavery and Human Trafficking Statement relates to actions and activities of E-Resourcing Ltd.

The statement sets down E-Resourcing's commitment to preventing slavery and human trafficking in our business activities and the steps we have put in place with the aim of ensuring that there is no slavery or human trafficking in our own business and supply chains. We all have a duty to be alert to risks, however small. Staff are expected to report their concerns and management to act upon them.

## Organisational structure and supply chains

E-Resourcing is an provider of Recruitment Services focused on the technical IT marketplace. E-Resourcing provides recruitment work seeking services and, in the UK operates as both an Employment Business and Employment Agency, as defined by the Employment Agencies Act. This statement covers the business activities of E-Resourcing which are as follows:

- E-Resourcing Ltd: a company registered in England and Wales, Reg No.05447382 at Oaks House, 12-22 West St, Epsom, Surrey KT18 7RG, UK.
- E-Resourcing Belgium BV: a company registered in Belgium, Reg No.BE0565.938.382 at Hanswijkstraat 37A/004, 2800 Mechelen, Brussels, Belgium

## Risk Activities

E-Resourcing does not deem that any of the activities within the IT Recruitment and Contracting industry are high risk.

The following is the process by which the Company assesses whether activities or countries are high risk in relation to modern slavery or human trafficking:

- Clients give Job Specifications to E-Resourcing, and it responds with appropriately screened candidates. These candidates are provided as either;
  - To be engaged on a **Permanent employed basis by its clients** – In which case the Employer has legal responsibility for its employees
  - As **Subcontractors** via E-Resourcing, whereby these subcontractors are retained on an assignment **for services** basis either via:
    - A PAYE payroll or,
    - A Ltd Company registered in the UK where the work and the worker are understood to be outside the scope of the Off Payroll regulations 2021

Within the Contracts used in either scenario, are clauses designed to high light

compliance, passport checks, ID checks, etc. with the intentions of preventing slavery and human trafficking in our business activities and supply chain.

Each contractor that is sub-contracted through E-Resourcing and has their Eligibility to Work documentation checked to ensure that it complies with Home Office regulations. We also ensure the New Starter information provided by the contractor is unique to that individual such as bank account details, National Insurance number, and address etc. E-Resourcing also ensures that any contractor is paid at least the level of National Minimum Wage in accordance with the rate in place at the time

Overall responsibility for the organisation's anti-slavery initiatives lies with the Board of Directors.

- 1.1 **Kevin Thorn, Director** is responsible for creating and reviewing policies. The process by which policies are developed is by periodical review
- 1.2 **Kevin Thorn, Director** is responsible for risk assessments in respect of human rights, modern slavery, and human trafficking
- 1.3 **Kevin Thorn, Director** is responsible for due diligence in relation to known or suspected instances of modern slavery and human trafficking

### **Training**

To ensure a good understanding of the risks of modern slavery and human trafficking in our business and supply chains, the Company requires all staff to be induction trained in modern slavery and human trafficking. The company's modern slavery training covers:

- how to assess the risk of slavery and human trafficking in relation to various aspects of the business, including resources and support available;
- how to identify the signs of slavery and human trafficking;
- what initial steps should be taken if slavery or human trafficking is suspected;
- how to escalate potential slavery or human trafficking issues to the relevant parties within the organisation;
- what external help is available, for example through the Modern Slavery Helpline, Gangmasters Licensing Authority and the "Stronger together" initiative;

### **Policies**

The Company is committed to ensuring that there is no modern slavery or human trafficking in our business or our supply chains. This Statement affirms its intention to act ethically in our business relationships.

The Company undertakes due diligence when considering taking on new suppliers, and regularly reviews its existing suppliers.

As part of the Company's initiative to identify and mitigate risk we have in place systems to:

- Identify and assess potential risk areas in our supply chain;
- Mitigate or resolve any identified risk of slavery and human trafficking occurring in our supply chain;
- Monitor potential risk areas in our supply chain; and

- Protect whistle blowers.

E-Resourcing has a zero-tolerance approach to slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our values we have rights of audit built into our terms of business with all suppliers.

The following policies set down our approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in our operations:

- 2.1 **Whistleblowing policy** - the Company encourages all its workers, customers and other business partners to report any concerns related to its direct activities or its supply chains.
- 2.2 **E-Resourcing Code of Conduct** - The Code of Conduct sets down the actions and behaviour expected of employees when representing the Company.
- 2.3 **Corporate Social Responsibility (CSR) Policy** - The Company's CSR policy summarises how we manage our environmental impacts and how we work responsibly with suppliers and local communities.

### **Due Diligence Processes for Slavery and Human Trafficking**

The Company undertakes due diligence when considering taking on new suppliers, and regularly reviews its existing suppliers. The Company's due diligence process includes building long-standing relationships with suppliers and making clear our expectations of business partners.

**Kevin Thorn**

**Director**

**29<sup>th</sup> October 2024**