

## **Tennial Personnel Ltd Voluntary Modern slavery statement for financial year 2023/24**

This statement is made pursuant to s.54 of the Modern Slavery Act 2015 and sets out the steps that Tennial Personnel Ltd has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. Tennial Personnel Ltd has a zero tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all our business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

### **Our business**

We are a Recruitment business providing temporary staff within the industrial, commercial, driving, construction and areas on a national basis. We provide staff to a wide range of clients many who have signed up to the Ethical Trading Initiative and or are within the regulated sectors covered by the Gang master Labour abuse Authority

### **Our high risk areas**

The nature of our business means that our staff need to remain diligent at all times in order to eradicate opportunities for potential traffickers to gain access to our business. We are fully aware of the potentially high risk that we may be targeted by unlicensed gang masters. With this in mind we have consistently trained our staff for many years to be aware of the likely signs of modern slavery and bonded labour and to be alert for any signs of exploitation within the recruitment and supply of temporary labour.

### **Our policies**

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

1. Anti-slavery policy. This policy sets out the organisation's stance on modern slavery and explains how employees can identify any instances of this and where they can go for help.
2. Ethical Trading Policy. We operate within a strict framework regarding treating people with respect and within statutory guidelines.

3. Recruitment policy. We operate a robust recruitment policy, including conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.
4. Bank account policy. In order to prevent a worker being exploited by another individual or potential trafficker we have a strict policy with regards to individuals only being paid into their own bank accounts or of an obvious family member and only two people per account. This is monitored to ensure adherence to the policy
5. All temporary workers are clearly advised that they cannot be charged for work services and asked to alert us if they have been charged.
6. Whistleblowing policy. We operate a whistleblowing policy so that all employees know that they can raise concerns, or practices within our business or supply chain, without fear of reprisals.
7. Information is clearly displayed within our offices regarding the risks of modern slavery and the message of the "Stronger together" principles.
8. Adherence to the Gangmaster Licensing Authority standards across our whole business not just within the regulated sectors.

#### Our suppliers

We are currently working on evolving our supply chain compliance programme to include due diligence on our suppliers and potential suppliers to further ensure that those suppliers are not using slave or trafficked labour and understand the requirements of the Modern Slavery Act 2015.

#### Our Clients

We work with our clients' in order to ensure that there is a transparency within the supply chain and to ensure that our client's businesses are protected.

#### Training

All our internal staff receive training, both internal and external, along with regular updates to ensure they understand their obligations towards the eradication of Modern Slavery and are taught to spot the signs of potential exploitation and to raise their concerns to Senior Management and the appropriate authorities

#### Our performance indicators

We will know the effectiveness of the steps that we are taking to ensure that slavery and/or human trafficking is not taking place within our business or supply chain if:

- No reports are received from employees, the public, or law enforcement agencies to indicate that modern slavery practices have been identified.



Approval for this statement

This statement was approved by the Board of Directors on 5<sup>th</sup> January 2023

Name: Dennis Tennial

Signature:



Date: 05/01/2023