

# MODERN SLAVERY ACT STATEMENT

MLC Partners values all individuals and recognises that they have the right to be treated fairly, work without coercion and be justifiably compensated for the work they conduct.

## INTRODUCTION

MLC Partners understands the problem of Modern Slavery and Human Trafficking and completely abhors the practice. We are committed to doing all we can to avoid it in all of our business activities and relationships. Although we are not required due to our turnover to complete a Modern Slavery Act statement, we do so voluntarily to show our commitment to the importance of stopping this in society.

## OUR STRUCTURE, BUSINESS AND SUPPLY CHAINS

MLC operates as an SME with less than 20 staff from a single office. The Managing Director, Pete Marshall, is based in the office and maintains close oversight over all activities of the business supported by his Senior Management Team and Head of Operations. The business operates as a recruitment agency and recruitment business, primarily focused on mid- to senior-level professionals across a wide range of disciplines, predominantly supplied to the UK public sector.

The business has always sought to uphold strong moral and professional values in its activities, and is a corporate member of the trade body the Recruitment and Employment Confederation.

The business works with three core categories of individuals. Firstly, we work with individual contractors working through their own limited companies. Secondly, we work with umbrella companies. Finally, where we are placing candidates into permanent roles, we work with individuals.

Apart from our candidates, we have limited supply chains. We operate from professionally managed offices and have a small number of external suppliers.

## OUR SLAVERY AND HUMAN TRAFFICKING POLICIES

Our commitment to treating all individuals fairly is documented in our Equality and Diversity Policy. We also have a Whistleblowing Policy allowing any concerns to be raised.

## **DUE DILIGENCE PROCESSES IN OUR BUSINESS AND SUPPLY CHAINS**

We have strict and rigidly enforced processes to ensure that all candidates work of their own free will and are not subject to modern slavery or trafficking. Most of our candidates are qualified professionals. We obtain evidence of the right to work of all individuals we register, including taking copies of their passports and any visas where appropriate. We also interview all candidates face to face.

Where we work with umbrella companies, we have a list of approved providers where we have undertaken appropriate due diligence of their policies. If a candidate asks to work through a new umbrella company, we will vet the organisation first to ensure they are suitable before engaging with them.

We work mainly with UK public sector customers or large companies or charities. Before working with any new customer, we ensure that they share our commitment to stamping out modern slavery.

Wherever possible, we review the modern slavery policies and statements of our key suppliers to ensure they are in compliance with the legislation.

## **EFFECTIVENESS OF OUR APPROACH**

We have never had any instances of actual or suspected modern slavery or human trafficking. We are not complacent and continue to enforce our policies strictly to ensure that this remains the case.

## **STAFF TRAINING AND AWARENESS**

All staff are made aware of the problem of modern slavery in their induction training and this is also covered in our Employee Handbook.

This statement is made voluntarily by MLC Partners to provide equivalence to the requirement in section 54(1) of the Modern Slavery Act 2015. This forms MLC Partners' modern slavery and human trafficking statement for the current financial year.