



## **Mploy Staffing Solutions Ltd – Tackling Modern Slavery and Hidden Labour Exploitation in Supply Chain Policy Statement**

Mploy Staffing Solutions Ltd as an accredited equal opportunities and ethical employer, is committed to work closely with their clients in preventing and abolishing hidden labour exploitation and human trafficking in the supply chain internally and externally to the business.

Mploy Staffing Solutions Ltd is a large provider of temporary and permanent staff to the food industry in the UK and prides itself on compliance, sharing best practise, and building sustainable long-term relationships with its customers leading to understanding their business operations as well as the challenges of providing labour.

In line with the Modern Slavery Act 2015, Mploy has implemented the following good practice processes and procedures to identify and deter hidden labour exploitation:

- This policy is to cover all Mploy offices and will apply on any new business branches opened in future
- Mploy appointed 2 Directors – Matt Swift (Director) who has an overall responsibility for implementation of the policy and Kat Mieszkowska (Commercial Director) – who acts as a Stronger Together Advocate and is responsible for training of internal staff on the identifying and reporting of potential workers' exploitation
- Mploy's Directors responsible for implementation of the policy attended the "Tackling Modern Slavery in UK Businesses and Supply Chains" training
- Mploy commits to cooperating with GLAA, police, local authorities, clients, workers and local community to prevent modern slavery, human trafficking and third-party labour exploitation
- Mploy's registration procedure demands all application forms to be filled in person at the Mploy office by candidates and the forms are not allowed to be taken off-site
- Mploy promotes honest, ethical, free from abuse and friendly employment practices
- Mploy does not charge any fees to candidates and workers for finding work
- Mploy will not use any one individual person or other organisation to act as a second-tier supplier to Mploy without written confirmation that workers provided by them are not being charged a work finding fee
- Mploy encourages their workers and assists them in opening their own UK bank accounts
- Mploy encourages their workers and assists them in applying for National Insurance number
- All Mploy's internal employees responsible for directly recruiting workers are trained to be aware of third-party labour exploitation and are able to identify the signs which may be indicators of exploitation.
- All Mploy's internal employees are aware of the reporting procedure
- All Mploy's internal employees responsible for recruiting workers are trusted and competent members of staff who read and signed Recruiter Compliance Principles.
- Workplace posters providing information on tackling "Hidden Labour Exploitation" are clearly displayed in all Mploy office locations
- Worker leaflets on tackling "Hidden Labour Exploitation" available in multiple languages are distributed to all Mploy's candidates during their registration at all Mploy's offices
- Mploy's interview procedure includes a questionnaire aiming at identifying potential exploitation of job applicants

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- Mploy's workers' inductions and training programs include information on tackling hidden labour exploitation
- All Mploy's employees and workers are positively encouraged to report any cases of potential labour exploitation either in person or anonymously

Signature of person responsible for policy: -

SIGNED:

A handwritten signature in black ink, appearing to read 'Mark James Nash', written in a cursive style.

Mark James Nash FREC (Financial Director)