



January 2024

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

Mploy Staffing Solutions Ltd (Mploy) as an accredited equal opportunities and ethical employer, and Platinum Investor in People 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 is a large provider of temporary and permanent staff to the food industry, manufacturing, marine, engineering, hospitality, financial services and the care industry in the UK; we pride ourselves on compliance, sharing best practise, and building sustainable long-term relationships with customers, leading to understanding their business operations as well as the challenges of providing labour.

Mploy has 9 offices in the South of England, in Poole (Head Office), Christchurch, Christchurch Healthcare, Salisbury, Andover, Dorchester, Yeovil, Southampton and Taunton with plans for further growth in the coming years.

In line with the Modern Slavery Act 2015, Mploy have 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 to any new business branches opened in the future.
- Mploy appointed a Director to oversee this policy – Kat Mieszkowska (Chief Operating Officer) – who acts as a Stronger Together Advocate and who undertook training in Stronger Together Advanced Business Partner. Kat Mieszkowska is also responsible for the training of internal staff on the identifying and reporting of potential workers exploitation.
- The Mploy Director responsible for implementation of the policy has attended the “Tackling Modern Slavery in UK Businesses and Supply Chains” training and commit to keep up to date with additional training requirements.
- Mploy promotes honest, ethical, free from abuse and friendly employment practices.
- Mploy commits to cooperating with GLAA, police, local authorities, charities, 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.
- All Mploy’s candidates are interviewed face to face in office locations.
- Mploy conducts all required right to work checks in line with legal requirements.
- Mploy does not charge any fees to candidates and workers for finding work.
- Mploy provides workers with a free of charge PPE for their assignments with Mploy.
- 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 and without conducting due diligence checks confirming that potential second tier supplier is eligible to provide workers within the specified sector and holds relevant licenses.
- Mploy does not accept 3rd party bank details and assists their workers in opening their own UK bank accounts.
- Mploy encourages their workers (and assists them) to apply for a 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 have 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; any answers provided are carefully checked by Recruiters to ensure the safety of the candidate.
- 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)