



**Anti-Slavery and Human Trafficking
statement
Annual Statement 2017
March 2018**

Anti-Slavery and Human Trafficking statement

Financial year 2017

Introduction

Modern Slavery is a term used to encapsulate two offences in the Modern Slavery Act 2015;

- Slavery, servitude and forced or compulsory labour
- Human trafficking

We have a responsibility to ensure that workers are not being exploited, that they are safe and that relevant employment, health and safety, human rights laws and international standards are adhered to, including freedom of movement and communications. We are committed to improving our practices to combat slavery and human trafficking.

Our business

Vital Human Resources Limited is a recruitment business and recruitment agency providing recruitment services to clients across a number of sectors.

Vital Human Resources Limited is part of the Morson Group of companies comprising of;

- Morson Group Limited
- Morson Holdings Limited
- Morson Global Services Limited
- Morson Wynnwith Limited
- Morson Human Resources Limited
- Morson Projects Limited
- Vital Human Resources Limited
- Morson Technical Services Limited
- The Bridge
- Morson Cyber Security

Our Policies

Vital Human Resources Limited has the following policies relating to Slavery and Human Trafficking;

- Anti-Slavery Policy
- Health and Safety Policy,
- Sustainability Policy
- Quality Policy.
- Anti-Corruption and Bribery Policy

Within the Quality Management System certified to ISO9001 Vital Human Resources Limited has a Product and Service Provision encompassing Procurement.

Our supply chain

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Anti-Slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place in our supply chains.

Vital Human Resources Limited procures products and services in order to sustainably develop its business. The key areas of procurement are;

- I.T. hardware, software and telecommunications
- Vehicles
- Medical and medical testing services
- Stationary
- Office furniture
- Personal Protective Equipment and workwear
- Training services
- Travel services

Identification of potential risk of slavery and human trafficking areas in the business

Vital Human Resources Limited has identified the following business areas as the most significant potential risk;

- The provision of Agency labour
- The supply chain

The provision of agency labour

1. The potential risk

Enslaved or human trafficked individuals are placed in work as agency labour with clients

2. Risk control

Vital Human Resources Limited undertakes rigorous checks on each individual including; eligibility to work, references, qualifications, Proof of NI (UK), and bank details to ensure each person is acting in their own right.

The supply chain

1 The potential risk

The use of suppliers that contravene the Modern Slavery Act 2015

2 Risk control

All suppliers are required to complete and return a supplier appraisal questionnaire and to commit to their adherence to the Modern Slavery Act 2015.

Due diligence process for slavery and human trafficking

As part of our initiative to identify and mitigate risk;

- We conduct internal audits on our recruitment process to ensure that only eligible workers are engaged for agency work
- We review our supplier appraisal questionnaires as required by our Procurement Process in our Quality Management System.
- Our point of contact with national or international supply chains is often with a UK company. We expect these entities to have suitable anti-slavery and human trafficking policies and processes. It is not practical for us to have a direct relationship and influence with all levels in the supply chain.
- Updated Supplier Appraisal Questionnaire.

Our effectiveness in combating slavery and human trafficking

We measure the effectiveness of our risk control measures and due diligence to ensure that slavery and human trafficking is not taking place in our business or supply chains. The Key Performance Indicators (KPIs) are;

- 100% pass rate in the internal audits of the recruitment and induction procedures
- 100% confirmation of suppliers of adherence to the Modern Slavery Act 2015

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our business and our supply chains we will provide relevant information to all staff via our HR induction and our company intranet.



Gareth Morris – HSQE Director