

The Staffing Group Modern Slavery Strategy to 2025

The purpose of this long term strategy is to raise awareness of modern slavery offences and so to reduce the threat from, the vulnerability to, and the prevalence of, modern slavery in our reach, underpinning our annual Modern Slavery Statement.

To this end, our Strategic Aim is “To equip The Staffing Group with the tools to eradicate modern slavery from its supply chain”.

As a business that is wholly invested in the supply and management of labour we are in the best position to make a difference; a focus for those involved in Human Trafficking and the exploitation of our fellow human beings.

Human Trafficking

Human trafficking is a form of modern slavery, where people are recruited and moved for the purpose of exploitation. It can happen to people of all ages and nationalities, but often it is prevalent amongst the most vulnerable groups whose desires to build a better future for themselves and their families are exploited.

Trafficking is a complex crime and consists of three parts

The ACT: What is done

Recruiting, transporting, transferring, harbouring and receiving a person.

The MEANS: How it's done

Through threats, force, coercion, abduction, fraud, deception, abuse of power and vulnerability, giving and receiving payments.

The PURPOSE: Why it's done

To use a person through forms of exploitation such as: sexual exploitation, forced labour, domestic servitude, criminal exploitation and organ harvesting.

Types of exploitation

Labour Exploitation

Any work or service which people do against their will, commonly under threat of punishment to themselves or family. Frequently in agriculture, construction, factory packing etc.

Sexual Exploitation

Adults and children are coerced or forced to perform sexual acts.

Criminal Exploitation

Forced criminality such as growing cannabis, forced begging, stealing and benefit and loan fraud.

Strategic Priorities

IDENTIFY – seek to enhance the operational activities in identifying, detecting and investigating where modern slavery may be occurring in our supply chain.

PROTECT – set up relationships, in every major city that The Staffing Group works in, with organisations that provide long-term support to modern slavery survivors. We commit to supporting

victims of modern slavery through these organisations through the offer of employment, to empower them to move on from their past and build a better life.

PREVENT – to reduce the threat of modern slavery by increasing our awareness of where modern slavery may be taking place in our supply chain; ensuring that all our staff are equipped to spot the signs of exploitation and report any suspicions. We need to prevent people from getting drawn into slavery in the first place.

PARTNERSHIP – this underpins the work done in the three previous areas, reflecting the inherent partnership approach that flows throughout the effective delivery of all our strategy.

MEASUREMENT – ensure that we measure the effectiveness of our work to allow us to adapt our approach to meet our stated strategy, including the following;

- Number of causes for concern
- Number of Modern Slavery/Human Trafficking investigations
- Number of cases identified through internal processes
- Geographical patterns

COMMUNICATION – continually develop effective routes for potential victims to communicate with us. Most workers/victims will not have the ability to make phone calls.

Being Effective – Making a Difference

By having a long term strategy alongside our annual Modern Slavery statement we ensure that we are always making a difference, so we never say “We did not know”!

Signed: **Jeremy McGrail**
Managing Director, The Staffing Group