

Modern Slavery Policy - 2024



CVLocum

- CVLocum Limited is committed to eliminating modern slavery, human trafficking, forced labour, and similar human rights abuses.
- CVLocum Limited is committed to ensuring that its staff and any workers it supplies (directly or indirectly) are not subject to behaviour or threats that may amount to modern slavery, human trafficking, forced labour, and similar human rights abuses.
- CVLocum Limited provides appropriate training and awareness information for all of its staff. In particular:
 - All of our staff receive awareness-raising information around issues involving modern slavery and human trafficking, so that they can bring any concerns they have to the attention of management.
- Any staff, workers or other parties are strongly encouraged to report any concerns or suspicions that they might have to the Director.
- Reports surrounding these issues are taken extremely seriously by our directors who are committed to ensuring that all investigations shall be prompt and effective. If our investigations reveal any issues, we are committed to taking appropriate action, including but not limited to:
 - Working with the appropriate organisations to improve standards,
- We regularly monitor our risks in this area through the use of relevant key performance indicators, including:
 - The percentage of suppliers who sign up to an appropriate code / provide their own modern slavery statements,
 - The percentage of candidates supplied from audited businesses / our preferred supplier list,

- The effectiveness of enforcement against suppliers who breach policies,
- The amount of time spent on audits, re-audits, spot checks, and related due diligence, and

- As part of our efforts in this area, we publish a modern slavery statement on an annual basis.
- We would also recommend reading this in conjunction with our other policies, including our:
 - Anti-bribery / corruption policy, and
 - Whistle-blowing policy.

This policy was adopted on 01/04/2024 after being agreed by the directors. It is reviewed annually.

Modern Slavery Statement



CVLocum

- This statement is made as part of CVLocum's commitment to eliminating the exploitation of people under the Modern Slavery Act 2015 (the Act). It summarises how CVLocum Limited operates, the policies and processes in place to minimise the possibility of any problems, any risks we have identified and how we monitor them, and how we train our staff.
- This statement is published in accordance with section 54 of the Act, and relates to the financial year APRIL 2024 to APRIL 2025. It was approved by the director on 01/04/24.

JACK MURRAY
DIRECTOR

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- **Our Business**
- CVLocum Limited is a Limited company operating in the recruitment sector. We provide introduction services and supply temporary workers in the health and social care sectors.
- CVLocum Limited is an independent business.
- ***Who we work with***
- All of the hirers that we work with, and all of the work-seekers we provide, are known to and identified by our staff. All of the temporary workers we supply are identified by our staff.
- The hiring companies that we work with are located in the UK and crown dependencies. The workers we supply live in the UK and crown dependencies

- ***Other relationships***
- As part of our business, we also work with the following organisations:
 - NHS Employers (Ethical Recruiters)
 - the Recruitment and Employment Confederation (www.rec.uk.com) and the Institute of Recruitment Professionals (www.rec-irp.uk.com)
- **Our Policies**
- CVLocum Limited has the following policies which incorporate ethical standards for our staff [and our suppliers].
 - Data protection policy
- ***Policy development and review***
- CVLocum's policies are established by our directors, based on advice from HR professionals, industry best practice and legal advice, and in consultation with all directors. We review our policies annually, or as needed to adapt to changes.
- **Our Processes for Managing Risk**
- In order to assess the risk of modern slavery, we use the following processes with our suppliers:
 - When engaging with suppliers, we ask for evidence of their processes and policies, including commitments around modern slavery, human trafficking, forced labour, human rights, and whistle-blowing.
- After due consideration, we have not identified any significant risks of modern slavery, forced labour, or human trafficking in our supply chain. However, we continue to be alert to the potential for problems.
- Additionally, we have taken the following steps to minimise the possibility of any problems:
 - We reserve the right to conduct spot-checks of the businesses who supply us, in order to investigate any complaints.
 - We require the businesses we work with to abide by our code of supplier conduct.
- Our staff are encouraged to bring any concerns they have to the attention of management.
- **Our Performance**
- As part of monitoring the performance of CVLocum Limited, we track the following general key performance indicators:

- Investigations are made in a timely manner to ensure complaints are dealt with effectively.
- Based on the potential risks we have identified, we have also established the following key performance indicators, which are regularly assessed by directors:
 - the effectiveness of enforcement against suppliers who breach policies
 - the amount of time spent on audits, re-audits, spot checks, and related due diligence
 - the level of modern slavery training and awareness amongst our staff
- We benchmark our indicators against industry best-practice, in order to ensure that we do not put undue pressure on our suppliers that might increase the potential for risk.
- **Our Training**
- All of our staff receive training and support that is appropriate to their role. In particular:
 - Our leadership team receive detailed training in identifying and resolving concerns around modern slavery and human trafficking.
- As part of this, our staff are encouraged to discuss any concerns that they have. Training is refreshed annually.