



Modern Slavery Statement

This statement is made as part of Excell Supply's commitment to eliminating the exploitation of people under the Modern Slavery Act 2015 (the Act). It summarises how Excell Supply 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 [08/17 to 08/18. It was approved by the board of directors on 08/17.

Jon Overall

Director

1 Our Business

Excell Supply is a limited company operating in the recruitment sector. We provide introduction services, supply temporary workers in the education sectors.

Excell Supply is an independent business.

1.1 *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 North and Mid Wales, Cheshire, The Wirral, Merseyside and Shropshire. The work-seekers / workers we supply live in North and Mid Wales, Cheshire, The Wirral, Merseyside and Shropshire.

1.2 *Other relationships*

As part of our business, we also work with the following organisations:

- The EWC, The Teaching Regulation Agency and The Department for Education
- The Disclosure and Barring Service
- the Recruitment and Employment Confederation (www.rec.uk.com) and the Institute of Recruitment Professionals (www.rec-irp.uk.com)



2 Our Policies

Excell Supply has a modern slavery policy.

In addition, Excell Supply has the following policies which incorporate ethical standards for our staff [and our suppliers].

- Whistleblowing policy
- Employee Code of Conduct
- Recruitment and Vetting Policy

2.1 *Policy development and review*

Excell Supply's policies are established by the board of directors, based on advice from HR professionals, industry best practice and legal advice, and in consultation with other stakeholders]. We review our policies annually, or as needed to adapt to changes.

3 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.
- We review the potential for risk at regular intervals, including the possibility of re-auditing a supplier or conducting spot checks.

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 address modern slavery concerns in their policies.
- We collaborate with our suppliers in order to improve standards and transparency across our supply chain.
- Only senior members of staff who have undergone appropriate training for assessing modern slavery risks in the supply chain are authorised to sign contracts and establish commercial relationships in any area where we have identified the potential for risk.

- We ensure that all of our suppliers are members of appropriate industry bodies and working groups.

Our staff are encouraged to bring any concerns they have to the attention of management.

4 Our Performance

As a business, we are committed to continuous improvement and strive to identify new methods, processes and practices that can be incorporated into our business operations, ensuring the health, safety and welfare of our workforce.

Based on the potential risks we have identified, we have also established the following key performance indicators, which are regularly assessed by our board of directors:

- the percentage of suppliers who sign up to an appropriate code / provide their own modern slavery statements
- the percentage of workers and/or 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
- 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.

5 Our Training

All of our staff receive training and support that is appropriate to their role. In particular:

- Our leadership team and receive detailed training in identifying and resolving concerns around modern slavery and human trafficking.
- Our recruiters, undertake training courses that include guidance around modern slavery and human trafficking, as well as other wider human rights issues.
- 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.

As part of this, our staff are encouraged to discuss any concerns that they have.

Training is refreshed annually.