



Modern Slavery Policy

The Modern Slavery Act 2015 is amongst the first Acts in the world specifically tackling modern slavery; a global problem and international crime affecting millions of people worldwide. The new legislation significantly enhances support and protection for victims of slavery, servitude, forced or compulsory labour and human trafficking.

This statement is in response to this Act and sets out the steps The Temp Agency has taken, and will continue to take, to ensure modern slavery or human trafficking is not occurring within our business or supply chain.

We have a zero tolerance approach to any form of modern slavery and we are committed to operating ethically, with transparency and integrity, implementing controls and systems to safeguard against instances of modern slavery in our supply chain.

About the organisation

The Temp Agency is a recognised recruitment business supplying staff for over 20 years.

A partnership whose head office is a Cluny Cottage, Easter Ulston, Jedburgh. TD8 6TF

Tel: 0333 6000 662

Email: enquiries@thetempagency.co.uk

Website: www.thetempagency.co.uk

The Temp Agency is now looking concentrating on recruitment of seasonal, temporary and permanent staff predominantly, but not exclusively, for the agricultural and horticultural sector.

The Temp Agency Slavery and Human trafficking Policies

We recognise that we work within a sector that may be more susceptible to human trafficking and slavery than others. We as a Company are committed to ensuring and driving high standards across our supply chains.

We endeavour to work closely with its overseas partners, currently based in mainland Europe and UK host employers to ensure that its workers do not fall victim to modern slavery or trafficking. We are will be registered with the Gangmasters and Labour Abuse Authority (GLAA), Clearview and the Association of Labour Providers.

Contracts are held between The Temp Agency and our end users (the host employers) and also between The Temp Agency and our overseas Agents. These contracts reflect the standards in place to mitigate the risk of workers being abused in any way.

All workers will be interviewed to ascertain suitability to work in the UK. These workers will then have surveys and interviews during and after their placement. We verify the identity of each worker and their right to work before supply commences to guard against human trafficking or individuals being forced to work against their will

The Temp Agency audit all employers who place, or wish to place The Temp Agency workers. During the audit process, the wellbeing of workers is monitored. Overseas partners are also regularly audited in their home country.

We are wholly committed to operating within UK legislation and seek to work with employers and overseas agents that place equal importance on their obligations towards eliminating modern slavery. We will supply workers to employers who operate within all relevant UK legislation, including employment law, Health and Safety regulations, Immigration restrictions and the National Minimum Wage.

Our procurement and supply chain is carefully assessed and selected. Our registered recruitment agents are audited to our standards and have active GLAA checks done throughout the year. We map our supply chain and identify strengths and weaknesses to enable us to stay pro-active in our objective to eradicate any issues of modern slavery. Our Agents adhere to our zero tolerance policies toward slavery and human trafficking.

Training and support

Staff, suppliers, customers and applicants are encouraged by The Temp Agency and our host employers to report any suspicious activity or circumstances to the Modern Slavery Helpline 0800 0121 0700 or the GLAA 0800 432 0804 (<https://www.gla.gov.uk/who-we-are/modern-slavery/who-we-are-modern-slavery-who-can-help/>). Our staff would immediately contact the GLAA, Police or the Modern Slavery Helpline if we identified any suspicious circumstance with any of the workers we source.

Implementation

We do not tolerate any fees to workers and this is adopted by our supply chain. Any future overseas representatives who wish to work with The Temp Agency would need to adopt this ethical stance of no fees to workers.

Any incidents or reports of modern slavery will be reported and documented for internal review of processes and procedures.

All of our staff are expected to comply with all laws and act with integrity and honesty. Driving out slavery in any form is fundamental and central to the aims and values of our business.

Signed:



Partner

The Temp Agency

Tel: 0333 6000 662

