

Modern Slavery Statement

This statement is made as part of PB Recruitment Solutions LTD (PBRs) commitment to eliminating the exploitation of people under the Modern Slavery Act 2015 (the Act). It summarises how PBRs 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 March 2025. It was approved by the board of directors on 1st May 2024.

Thomas Pearson

Tom Pearson, Managing Director

1) Our Business

PB Recruitment Solutions Ltd (PBRs) is a limited company. We supply temporary workers predominantly to the food, IT, logistics, healthcare and agriculture sectors. PBRs is an independent business.

2) 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. We do not supply work-seekers to hiring companies through any intermediaries.

The hiring companies that we work with are located in England, predominantly in East Anglia. The work-seekers / workers we supply live in East Anglia. The majority of our workers originate from the UK and EU.

3) Other relationships

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

- Gangmaster and Labour Abuse Authority (GLAA)
- The Recruitment and Employment Confederation (REC)
- The Association of Labour Providers (ALP)

4) Our Policies

PBRs has a modern slavery policy available at www.pbrecruit.co.uk

In addition, PBRs has the following policies which incorporate ethical standards for our staff:

- Anti-bribery and corruption policy
- Whistleblowing policy
- Corporate Social Responsibility policy
- Ethical Trading policy

4.1 Policy development and review

PBRs's policies are established by our directors, based on advice from our retained HR professionals, industry best practice and legal advice. We review our policies annually, or as needed to adapt to changes.

5) 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 and hirers, we ask for evidence of their processes and policies, including commitments around modern slavery, human trafficking, forced labour, human rights, and whistle-blowing.

The recruitment industry, in particular, "industrial" agencies supplying unskilled labour, often in short supply, is a potential gateway for criminal activity in terms of modern slavery. After due consideration, we have identified potential risks in our processes or supply chain. These risks, will occur in all similar employment businesses and are not just specific to PBRs:

- country-specific risks: PBRs engages workers from Eastern Europe where some working practices may differ from those in the UK. There are recorded cases of human trafficking, bonded labour and abuse from illegal "controllers" originating from some parts of the EU operating in the UK.
- sector-specific risks: UK employment businesses requiring high volumes of unskilled labour, where workers are often in short supply, may be approached by and (unwittingly) engage illegal Gangmasters.
- other risks: these include abuse of workers by agency in fairness of allocation of bookings (potential for bribery and corruption), mistreatment by labour users, denial of statutory rights by agency (e.g. payment below NMW and non payment of holiday pay are typically documented examples). The latter two risks are associated with the need for profit in very competitive trading markets. 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 agreed Service Level Agreement and 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.
 - We observe and follow advice from the GLAA, "Stronger Together" initiative, REC and the ALP in order to combat the risk of modern slavery and human trafficking.

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

6) Our Performance

As part of monitoring the performance of PBRS we track the following general key performance indicators:

- Equal Opportunities monitoring
- Worker satisfaction/complaints/attrition rates
- Ethical Trading compliance
- Bookings filled/unfilled/reasons

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 and our senior leadership team:

- the number 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/customers 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
- the incidence of suspected or identified indicators of modern slavery

We carefully consider our indicators, in order to ensure that we do not put undue pressure on our suppliers/customers that might increase the potential for risk.

7) Our Training

All of our staff receive training and support that is appropriate to their role refer to PBRS Modern Slavery Risk Assessment). In particular:

- Our leadership team receive detailed training in identifying and resolving concerns around modern slavery and human trafficking.
- Our recruiters involved in our procurement and supply chains undertake training courses that include guidance around modern slavery and human trafficking, as well as other wider human rights issues.
- All of our staff including agency workers 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.