


CORPORATE DOCUMENT

	Controlled		Effective Date:	02/2021
			Owner:	Adrian Adair
Review Date:	02/2022	Related Docs:	Anti-Slavery and Human Trafficking Policy	
MODERN SLAVERY POLICY STATEMENT				

This statement is made as part of Anderselite Limited's commitment to eliminating the exploitation of people under the Modern Slavery Act 2015 (the Act). It summarises how Anderselite 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 last financial year which ended in December 2020. It was approved by the board of directors on 16 February 2021.

Our Business

Anderselite Limited is a limited company operating in the recruitment sector. We act both as an employment business and as an employment agency. We provide introduction services, temporary workers and managed service programmes for our clients who operate in the built environment sector.

Anderselite Limited is part of the Morson Group.

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 the temporary workers we supply are also identified by our staff. Some of these work-seekers operate through their own limited companies. Some work-seekers may be supplied to other recruitment businesses, who in turn provide them to the eventual client.

The hiring companies that we work with are located in the UK and Europe. The work-seekers / workers we supply live in the UK and Europe.

Other relationships

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

- the Recruitment and Employment Confederation (www.rec.uk.com) and the Institute of Recruitment Professionals (www.rec-irp.uk.com).

Our Policies

Anderselite Limited Anti-Slavery and Human Trafficking Policies are available on our website www.anderselite.com


Policy development and review

Anderselite Limited policies are established by our senior leadership team using advice from HR professionals, and considering industry best practice and relevant legal advice. 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:

- We conduct audits before entering into a commercial relationship with any business where there is the potential for risk. These audited businesses are then added to the preferred supplier list.

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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 Anderselite Limited, we track general key performance indicators.

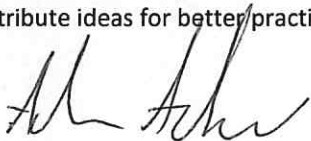
Our Training

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

- All 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.
- Our Recruiters receive training through the Recruitment and Employment Confederation (REC).
- Our senior management team have training through the Chartered Institute of Managers.

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

Every employee has an individual responsibility to help meet the requirements of this policy. All are invited to contribute ideas for better practice, through their Manager or directly to myself.



Adrian Adair (Group COO)
Anderselite Limited

Date 16th February 2021