

Modern Slavery Act 2015 and Human Trafficking Statement

WDE Recruitment Limited / Logistics is an award winning independent recruitment agency that has been established since 2004 within the Southeast area. Supplying to both national blue chip & SME companies. At WDE Recruitment, we understand the transport / Industrial sectors and recognise the importance of experienced flexible and quality work force. We care deeply about our clients and the importance of their business so we strive to build up their trust with high quality reliable staff.

WDE Recruitment Ltd recognises that modern slavery and human trafficking could be a potential risk to our business and are totally committed to preventing this within its own business, its corporate activities and supply chains to ensure they are free from slavery and human trafficking.

Responsibility

Responsibility for the organisation's anti-slavery initiatives is as follows:

- **Policies:** Our Compliance & Recruitment team is responsible for putting in place and reviewing
- **Investigations/due diligence:** Our teams is responsible for investigations and work closely with our Compliance team in relation to due diligence and checks.
- **Training:** Our training and compliance team provide training on all policies and procedures, ensuring all staff have undergone training and this is reviewed regularly with regular updates and questionnaires issued to all staff members/managers.
All temporary workers are shown the Statement at registration process and are visible on the website. We also continue with our workers every week based at all sites where temporary staff are provided to assist in tackling any issues.

Relevant Policies

The organisation operates the following policies that describe its approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in its operations:

- **Whistleblowing policy** - The company encourages all its workers, customers and other business partners to report any concerns related to the direct activities, or the supply chains of, the organisation.
This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. The organisation's whistleblowing procedure is designed to make it easy for workers to make disclosures, without fear of retaliation. Employees, customers or others who have concerns can use our confidential reporting service through our Compliance Team.

- **Employee code of conduct** - The company's code makes clear to employees the actions and behaviour expected of them when representing WDE Recruitment Ltd. The Company strives to maintain the highest standards of employee conduct and ethical behaviour when operating within managing its supply chain.

Due Diligence

The Company undertakes due diligence when considering taking on new Clients, and regularly reviews its existing Clients. The organisation's due diligence and reviews:

- evaluating the modern slavery and human trafficking risks of each new Client;
- WDE can conduct branch and on-site facility audits through the company's own internal auditor, which have a greater degree of focus on slavery and human trafficking where general risks are identified;
- taking steps to improve Clients' practices, including providing advice to Clients through our trained management team and requiring them to implement action plans such as on-site surgeries and displaying information;
- participating in collaborative initiatives focused on human rights in general, and slavery and human trafficking

Training

The Company requires all staff working within the organisation to complete training on modern slavery. This has taken place for all existing staff and new staff undertake the training during the first week of their employment with us. The organisation's modern slavery training covers:

- how to assess the risk of slavery and human trafficking in relation to various aspects of the business, including resources and support available;
- how to identify the signs of slavery and human trafficking;
- what initial steps should be taken if slavery or human trafficking is suspected;
- how to escalate potential slavery or human trafficking issues to the relevant parties within the organisation;
- what external help is available, for example through the Modern Slavery Helpline, Gangmasters and Labour Abuse Authority.

Awareness-raising programme

As well as training staff, the Company has raised awareness of modern slavery issues by placing this on our website as well as advising during inductions prior to them beginning any assignments.

The information explain to staff:

- the basic principles of the Modern Slavery Act 2015;
- how employers can identify and prevent slavery and human trafficking;



- what employees can do to flag up potential slavery or human trafficking issues to the relevant parties within the organisation; and
- what external help is available, for example through the Modern Slavery Helpline.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our legislation on slavery and human trafficking statement for the financial year.

Wayne Eason

Managing Director

WDE Recruitment / Logistics / Motorsport

01 January 2021