



## Modern Slavery Statement

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### 1. Introduction

This statement is made as part of Venesky-Brown Recruitment's commitment to eliminating the exploitation of people under the Modern Slavery Act 2015 (the Act). It summarises how Venesky-Brown Recruitment operates, the policies and processes in place to minimize the risk of modern slavery, how we assess and mitigate risks, and the training provided to staff.

This statement is published in accordance with section 54 of the Act, and relates to the financial year October 2023 to September 2024. It was approved by the board of directors in April 2025.

### 2. Our Business

Venesky-Brown Recruitment is a leading provider of resourcing solutions, operating across the UK in sectors such as Construction, Engineering, Corporate Services, Digital, and IT. We take a zero-tolerance approach to modern slavery and human trafficking in all our operations and supply chains. As the construction sector poses a heightened risk, we continually assess and improve our processes to mitigate potential issues.

We are committed to acting ethically and with integrity in all our business dealings, maintaining robust systems to detect and prevent modern slavery and human trafficking. We work closely with our supply chain to ensure compliance with ethical standards and encourage transparency.

### 3. Our Policies

Venesky-Brown Recruitment has established the following policies to support our commitment to ethical practices:

- Equality, Diversity & Inclusion Policy
- Anti-Bribery Policy
- Fatigue Management Policy
- Modern Slavery Policy
- Health and Wellbeing Policy
- Whistleblowing Policy

Our policies are developed based on advice from legal experts, HR professionals, and industry best practices, and are reviewed annually or as needed.

## 4. Risk Management Processes

To effectively manage the risk of modern slavery, we employ the following practices:

- **Supplier Due Diligence:** All suppliers are asked to demonstrate their commitment to combating modern slavery and provide evidence of relevant policies.
- **Risk evaluated when needed,** such as when entering new supply chains, focusing on high-risk sectors and locations.
- **Audits and Spot Checks:** Regular audits of suppliers, including unannounced visits when necessary.
- **Contractual Obligations:** All contracts include clauses on compliance with modern slavery and human trafficking laws.
- **Monitoring and Reporting:** Ongoing monitoring of supplier compliance and performance.

Any suspected cases of modern slavery are reported immediately to senior management and relevant authorities. We cooperate fully with law enforcement to ensure a thorough investigation.

## 5. Our Performance

As part of monitoring the performance of Venesky-Brown Recruitment, we track the following general key performance indicators:

We track our performance in combating modern slavery through the following metrics:

- Number of audits and spot checks conducted.
- Compliance rates of suppliers and partners.
- Employee training completion rates.
- Reporting and resolution of incidents.

## 6. Tackling Modern Slavery

We are committed to:

- Regular training on modern slavery awareness for all employees.
- Educating suppliers and partners on identifying and reporting concerns.
- Implementing a whistleblowing mechanism for confidential reporting.
- Engaging with industry groups, such as the GLAA Construction Protocol and the Supply Chain Sustainability School.

## 7. Our Training

We provide comprehensive training on modern slavery to all employees, particularly those in roles with heightened risk exposure. Training includes:

- Recognizing signs of modern slavery and human trafficking.
- Reporting mechanisms and how to escalate concerns.
- Updates on legislation and best practices.

Training is refreshed annually to ensure ongoing awareness and understanding.

## 8. Reporting and Accountability

Employees and suppliers are encouraged to report concerns via our confidential reporting channels. Reports are investigated promptly and addressed in line with our policies. We take disciplinary action if any breach is confirmed.

## 9. Review and Updates

This statement will be reviewed annually to ensure its continued relevance and compliance with UK law and best practices.

For more information, please contact us at: [info@venesky-brown.co.uk](mailto:info@venesky-brown.co.uk)