Modern Slavery Statement

Policy Details

This statement is made as part of Logical Personnel Solutions' commitment to eliminating the exploitation of people under the Modern Slavery Act 2015 (the Act). It summarises how Logical Personnel Solutions 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. It was approved by the Board of Directors on 17th January 2017 as is reviewed Annually, with the last review being 15th January 2025.

Signed on behalf of the Board of Management:

Name: Ben Lerner

Position: MD

Signed:



Date: 15/01/2025

Our Business

Logical Personnel Solutions is a Limited Company acting as a Manpower Provider operating in the recruitment sector. We provide introduction services and supply temporary workers in the Construction Energy & Process, Logistics, Mechanical & Electrical, Manufacturing and Nuclear sectors

Logical Personnel Solutions is an independent business.

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. Some of these work-seekers operate through their own limited companies and some of our work-seekers are supplied via other businesses, who facilitate providing them to the eventual hiring company.

The hiring companies that we work with are located in the United Kingdom and the work-seekers / workers we supply usually reside in the United Kingdom

Other relationships

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

- sector-specific trade unions
- sector-specific professional and regulatory bodies
- sector-specific industry bodies
- the Recruitment and Employment Confederation www.rec.uk.com

Our Policies

Logical Personnel Solutions has a modern slavery policy published on our Website

In addition, Logical Personnel Solutions has the following policies which incorporate ethical standards for our staff and our suppliers;

Corporate social responsibility policy, Ethical policy, Anti-bribery / corruption (Gifts & Hospitality) policy and; Whistle-blowing policy.

Policy development and review

Logical Personnel Solutions' policies are established by our Directors and senior leadership team, based on advice from HR professionals, industry best practice and legal advice, and in consultation with the REC, legal advisors and government departments. 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:

- When engaging with suppliers, we ask for evidence of their processes and policies, including commitments around modern slavery, human trafficking, forced labour, human rights, and whistle-blowing.
- We conduct audits before entering into a commercial relationship with any business where there is the potential for risk. These audited businesses form the basis of our preferred supplier list.
- We review the potential for risk at regular intervals, including the possibility of re-auditing a supplier or conducting spot checks.

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 and/or 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.

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

Our Performance

As part of monitoring the performance of Logical Personnel Solutions we track the following general key performance indicators:

- All Senior managers to undertake Modern Slavery Training
- Ensure all current suppliers and those funder consideration for the supply chain are assessed against criteria to reduce potential risk
- Maintain a **ZERO** tolerance for Modern Slavery

We benchmark our indicators against industry best-practice in order to ensure that we do not put undue pressure on our suppliers that might increase the potential for risk.

Our Training

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

- Our leadership team receive detailed training in identifying and resolving concerns around modern slavery and human trafficking.
- Our recruiters and staff 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 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 periodically or as needed to adapt to legislative and business changes.