

Modern Slavery Statement

This statement is made as part of the Pertemps Network Group commitment to eliminating the exploitation of people under the Modern Slavery Act 2015 (the Act). PNG has always prided itself in taking an ethical stance in the way we manage our workforce and candidates from initial sourcing to assignment / placement. We are committed to ensuring that there is transparency throughout our organisation with our applicants, clients, suppliers and staff and that includes in our approach to modern slavery and the prevention of human trafficking.

This statement is published in accordance with section 54 of the Act, and relates to the financial year January 2021 to December 2021. This Statement relates to the following legal entities who are part of the Pertemps Network Group of Companies.

- Pertemps Network Group Limited
- Pertemps Limited
- Pertemps Scotland Limited
- PPF Group Limited (trading as ADR Network and TW Network)
- Pertemps Recruitment Partnership Limited
- Pertemps Contracts Limited
- Network Group Holdings Limited
- Riverside Recruitment Limited
- Rapier Employment Limited

Our Business

The Pertemps Network Group of Companies operates as an employment agency and employment. For full details of our group structure, see www.pertempsnetwork.com.

The Company was established in Birmingham in 1961, today we have branches across the UK supplying recruitment and workforce solutions across multiple industry sectors including commercial; engineering; manufacturing; warehousing and logistics (including third party logistics); finance and accountancy; technology; utilities and public sector.

We are members of the industry trade bodies the Recruitment and Employment Confederation (REC) and the Association of Professional Staffing Companies (APSCO).

Our Policies

Our legal responsibilities under the varied acts and regulations that as an employment agency /employment business we are required to comply with, form the basis for our policies and procedures and serve to reinforce what we consider to be a moral code of conduct that should be applied at all times in every aspect of our business.

These policies include:

- Ethical Trading Policy
- Whistleblowing and Public Interest Disclosure Policy

- Health & Safety Policy
- Anti Bribery and Corruption Policy
- Equality, Diversity and Inclusion
- Bullying and Harassment

Policies are developed by the Human Resources Department and external professional legal advisors where necessary and authorised by the Board of Directors. All policies are reviewed on an annual basis or as necessary dependent on legislative updates or operational and company policy changes.

Our Training

All of our staff receive training and support that is appropriate to their role. All operational staff undertake specific recruitment process training that includes:

- Checking Right to Work in the UK
- Gangmaster Licencing regulations
- Discrimination in Recruitment
- Modern slavery and human trafficking

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 the company.

Key staff working in some sectors have also undertaken Stronger Together training.

Our Risk Assessment

Due to the wide range of industry sectors we supply with flexible labour solutions, we ensure that relevant due diligence is undertaken both internally and throughout our supply chain. In business areas we have identified as having the potential for an increased risk of modern slavery and human trafficking issues we endeavour to mitigate those risks by ensuring that the knowledge and experience of our staff is supported by thorough back office processes reviewed by staff independent of the operational activities. These include:

- Review of key data indicators such as multiple workers providing the same bank details; home address; telephone number or email address.
- Regular internal audits of operational activities.
- Working in partnership with client organisations.

Our Supply Chain

In order to assess the risk of modern slavery, we use the following processes with our suppliers:

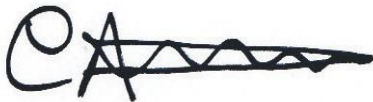
- When engaging with suppliers, we ask for evidence of their processes and policies, including commitments around modern slavery, human trafficking, forced labour, human rights, and whistle-blowing.

- 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.

Future Steps and Review

PNG believes in seeking continuous improvement opportunities for raising standards in all areas of our business. During 2022 we are committed to:

- reviewing how we can improve the knowledge and awareness of our staff;
- the processes we have in place for mitigating risk;
- Communication with workers relating to awareness of modern slavery and human trafficking



Signed: Carmen Watson

Chair & Managing Director

Review Date: March 2022

Next Review Date: March 2023