

This statement is made as part of Tradewind Recruitments' commitment to eliminating the exploitation of people under the Modern Slavery Act 2015 (the Act). It summarises how Tradewind Recruitment operates, the policies and processes in place to minimise the possibility of any problems, any risks we have identified, 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 financial year 1 September 2023 to 31st August 2024. It was approved by the board of directors on 18th October 2024.

John Graham
Operations Director

1. Our Business

Tradewind Recruitment is a limited company operating in the recruitment sector. We supply temporary workers in the education sector.

Tradewind Recruitment is part of the wider Abaco Recruitment Limited.

1.1 Who we work with

All the hirers we work with and the work-seekers we provide are known to and identified by our staff. Our staff identifies all the temporary workers we supply.

1.2 Other relationships

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

- Recruitment and Employment Confederation

2. Our Policies

At Tradewind Recruitment, we prioritise ethical behaviour and integrity. Our policies promote ethical standards and encourage an open and safe work environment where everyone can speak up. We have policies on modern slavery, anti-bribery, and whistleblowing, which are easily accessible to all staff through our intranet.

2.1 Policy development and review

Tradewind Recruitments' policies are established by our directors and senior leadership team, based on advice from HR professionals, industry best practices and legal advice. We review our policies regularly or as needed to adapt to changes.

3. Our Processes for Risk Assessment and Management

To assess the risk of modern slavery, we use the following processes with our suppliers:

- We review the potential for risk at regular intervals, including the possibility of auditing a supplier or requesting confirmation of policies and processes.

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.

Our staff are encouraged to bring any concerns to management's attention.

4. Our Performance

We have established some key performance indicators to monitor the performance of Tradewind Recruitment. This is based on potential risks that we have identified, and our board of directors regularly assesses these KPIs. The KPIs include:

- the level of modern slavery training and awareness amongst our staff
- reports of possible incidents of Modern Slavery

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

5. Our Training

All our staff receive training and support 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, HR personnel, 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 broader 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 their concerns. Training is refreshed annually.