

Indeed Flex Modern Slavery Statement

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Introduction

This statement covers the activities of Indeed Flex. It has been published in accordance with the Modern Slavery Act 2015 and details the action taken by us to prevent and combat modern slavery and human trafficking within our business and supply chain

Modern slavery is the severe exploitation of other people for personal or commercial gain and it is estimated that there are over 130,000 victims of this within the UK. Due to the nature of the business, labour providers, like Indeed Flex, are at a higher risk of having exploitation within the supply chain.

We have a zero-tolerance approach to modern slavery and expect all who have, or seek to have, a business relationship with Indeed Flex, to familiarise themselves with our Modern Slavery policy and to act at all times in a way which is consistent with this. We are committed to acting transparently, ethically and with integrity in all our business transactions and relationships. We intend to implement and enforce effective systems and controls to ensure modern slavery is not taking place anywhere within our business or our supply chains. We believe in a society united by shared opportunities where everyone can maximise their potential.

Our Business

Indeed Flex is a web and mobile based application that aims to connect jobseekers with some of the brightest, market-leading brands in the UK and US, offering a broad choice of immediately available short and longer term temporary jobs across multiple sectors in locations spanning both countries.

We are an equal opportunities employer that is committed to creating and ensuring a non-discriminatory and respectful working environment for our employees. We want all of our employees to feel confident that they can expose wrongdoing without any risk to themselves.

Our recruitment and people management processes are designed to ensure that all prospective employees are legally entitled to work in the UK and to safeguard employees from any abuse or coercion.

We will not enter into business with any organisation which knowingly supports or is found to be involved in slavery, servitude and forced or compulsory labour.

Company Structure - Proud to be part of the Indeed Family

With the backing, support and resources of Indeed, the world's #1 jobsite, we're striving to transform the temporary staffing landscape by making access to work and jobseekers immediate and frictionless. Indeed Flex operates with its own internal employees and independent policies which are separate to our parent company Indeed.

Our Supply Chains

Due to the nature of our business, we assess ourselves as having a high risk of modern slavery potentially within our supply chains. Therefore, we are committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chain.

We expect the same high standards from all of our contractors, suppliers and other business partners. As part of our contracting processes, we include specific prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude and we expect that our suppliers will hold their own suppliers to the same high standards.

Our Policies in Relation to Modern Slavery

Our commitment to ensuring that Modern Slavery is eradicated and exposed is supported by a suite of policies and processes including the following:

- Modern Slavery Policy
- Whistleblowing Policy
- Anti-Bribery & Corruption Policy
- Bullying & Harassment Policy
- Equality, Diversity and Inclusion Policy
- Code of Conduct Policy

We have developed our policies and procedures in alignment with the following five UN Sustainable Development Goals:

- No poverty
- Good health and wellbeing
- Quality education
- Good jobs and economic growth
- Reduced inequality

These policies and processes are informed by internationally recognised standards and declarations;

- The Base Code of the Ethical Trading Initiative (ETI)
- The International Labour Organisation (ILO)
- The UN Guiding Principles on Business and Human Rights
- The UN Universal Declaration of Human Rights
- The International Labour Organisation (ILO) Declaration on Fundamental Principles and Rights at Work

Our internal employees are encouraged to report concerns by contacting our Compliance Team or the Human Resources Team. All reports will be investigated and if applicable the relevant authorities will be contacted. Employees that report concerns whether openly or confidentially, are taken seriously and receive full protection under our Whistleblowing Policy.

Alternatively, for more information or guidance, or to report a case of modern slavery, we advise that clients, agency workers and internal employees can contact Unseen's Modern Slavery Helpline on 08000 121 700 should they wish.

Tackling Modern Slavery - Our Business

We have focussed our efforts in raising awareness of the issue amongst our agency workers (Flexers) by introducing the following initiatives;

- All Flexers are shown a video during the onboarding stage educating them on modern slavery, how to recognise it and what to do if they or someone they know is affected by it.
- Ensuring modern slavery posters advertising helplines are available in communal areas at client sites
- Utilising our systems to prohibit Flexers from using bank accounts that are not in their own name, unless proof of relationship with the account holder can be established

Furthermore, to continue to raise awareness we will implement the following strategies:

- Provide modern slavery training to all internal Indeed Flex employees
- Display and promote the Unseen hotline number on our platform and in employee handbooks
- Publish details of the Unseen confidential helpline on our payslips
- Use our systems to regularly monitor and flag high multiple use of the same home addresses, next of kin details, contact numbers and email addresses

Embedding The Principles

We will continue to embed the principles by:

- Providing awareness training to all internal employees on the Modern Slavery Act 2015 and informing them of the appropriate action to take if they suspect a case of slavery or human trafficking
- Ensuring that all internal employees involved in the procurement process are aware of and follow the [modern slavery procurement guidance on GOV.UK](#)
- Continuing to take action to embed a zero tolerance policy towards modern slavery
- Ensuring that internal employees involved in procurement and/or the recruitment and deployment of our Flexers receive training on modern slavery and ethical employment practices

Unseen

Indeed Flex is proud to be partnered with [Unseen](#)! A UK anti-slavery charity who provide safehouses and support in the community for survivors of trafficking and modern slavery. Unseen also runs the UK's 24/7 Modern Slavery & Exploitation Helpline in addition to working with individuals, communities, businesses, governments and other charities with the aim of stamping out slavery for good.

Unseen run frontline services supporting survivors; offering safehouses, resettlement, integration and an outreach project, which offers a range of services for survivors of exploitation.

They have also been closely involved in the evolution of the Modern Slavery Act 2015 legislation. Section 54 of the Act (Transparency in Supply Chains) was designed to influence businesses in creating strong and extensive statements which point to realistic and targeted action. Unseen has worked with many companies in developing and reviewing S.54 Modern Slavery statements.

Indeed Flex will be working closely with Unseen as they continue to provide us with operational and strategic support to move from a compliance-based approach, to a continuous improvement approach with a clear vision and pathway for the future. We also have access to the Unseen Business Portal which provides exclusive data about cases of labour abuse and exploitation in our supply chain and trends within our sector

Tackling Modern Slavery - Our Supply Chains

All clients of Indeed Flex will be issued with a copy of our Modern Slavery Statement and our Code of Conduct, this will be communicated at the beginning of our business relationship and reinforced as appropriate thereafter.

We expect the same level of commitment and high standards in tackling modern slavery from clients and business partners, and as part of our procurement processes we will review evidence of their own commitment to tackling modern slavery. Similarly, we expect our clients to hold their own suppliers to the same high standards.

Key Performance Indicators

We have introduced the following Key Performance Indicators to monitor and manage our performance in regards to Modern Slavery risks. The indicators and activities are reviewed at least annually by our Legal & Compliance Team to ensure that we make year on year progress on our efforts to protect our Flexers from exploitation.

Training and communication

- Ensure that 100% of all existing and new Indeed Flex employees and Flexers complete the mandatory modern slavery training
- Provide clear guidance to our internal employees, clients and Flexers on how to identify and report potential cases of modern slavery

Anti-Slavery Champions

- Introduce Anti-Slavery Champions within the company who will work to support the Compliance team by raising awareness of Modern Slavery throughout the business
- Ensure that there is a minimum of one Anti-Slavery Champion within each function of the internal business
- Ensure that all Anti-Slavery Champions are fully trained in spotting the signs of Modern Slavery and have full knowledge of Indeed Flex's reporting procedures and external support services

Ethical audits

- Complete a full SEDEX (Supplier Ethical Data Exchange) SMETA 2 Pillar audit to demonstrate our ethical and responsible compliance practices

Our Plans For The Future

We are committed to reviewing and improving what we do each year to prevent modern slavery within our business and supply chains. Our future initiatives will continue to build on our work as per our Unseen risk analysis and KPI's.

Signatories

This statement was approved by the CEO of Indeed Flex and is made pursuant to section 54(1) of the Modern Slavery Act 2015 for the financial year ending April 2023.

Oghenovo Constare
CEO, Indeed Flex

A handwritten signature in black ink, appearing to read 'Oghenovo Constare', written in a cursive style.