

Modern Slavery Statement

[Introduction](#)

[Our Business](#)

[Other Relationships](#)

[Our Policies](#)

[Our Business](#)

[Our Supply Chains](#)

[Ongoing Due Diligence](#)

[Our Training](#)

[Signatories](#)

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

Indeed Flex has a zero-tolerance approach to modern slavery and we are committed to ensuring that our employees and any agency workers that we supply (directly or indirectly) are not subjected to behaviour or threats that may amount to modern slavery, human trafficking, forced labour and similar human rights abuses.

Our Business

Indeed Flex is a web and mobile based application that facilitates recruitment services of temporary workers in the hospitality, retail, industrial and facilities management sectors. Indeed Flex Ltd is part of the wider Indeed group.

Indeed Flex operates with its own internal employees and independent policies which are separate to our parent company Indeed.

For details of our group structure, see www.indeedflex.co.uk/about-us

We are an equal opportunities employer that is committed to creating and ensuring a non-discriminatory and respectful working environment for our employees and agency workers.

Our recruitment and people management processes are designed to ensure that all prospective employees and agency workers are legally entitled to work in the UK and to safeguard our employees and workers 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.

Other Relationships

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

- the Recruitment and Employment Confederation (www.rec.uk.com)
- Association of Labour Providers (www.labourproviders.org.uk)
- Unseen (www.unseenuk.org)
- Gangmasters and Labour Abuse Authority (www.gla.gov.uk)
- Stronger Together (www.stronger2gether.org)

We work closely with these organisations to improve industry-wide standards and advocate laws and policies where appropriate.

Our Policies

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

Indeed Flex's policies are established by the UK Compliance Team, based on advice from HR professionals, industry best practice and legal advice. We review our policies annually, or as needed to adapt to changes.

Our employees and workers are encouraged to report concerns by contacting us via the appropriate channels documented in our Modern Slavery Policy. All reports will be investigated and if applicable the relevant authorities will be contacted. Any individuals 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 121700** should they wish.

Our Processes For Managing Risk

We have focussed our efforts in raising awareness of the issue amongst our workers and employees by introducing the following initiatives;

- Advertising modern slavery helpline numbers – All workers have access to the UK modern slavery helpline via their app. The number is advertised at all times on their 'Pay' tab. Workers are also able to 'report a concern' directly on the Unseen website via their app.
- 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
- Implementing safeguarding systems which flag any duplicate details on the platform such as contact number, home address, next of kin and national insurance number.

Furthermore, to continue to raise awareness we have implemented the following strategies:

- Modern slavery training to all internal Indeed Flex employees (full roll out to be completed by the end of 2024)
- Introduced 'Anti-Slavery Champions' into the UK business - In 2023, we introduced a team of 20 dedicated UK Anti-Slavery Champions to support the UK Compliance team by helping us strengthen our existing programs, expand our awareness campaigns, and ensure our business remains fully compliant with the Modern Slavery Act 2015. They also collaborate with various teams across Flex, serving as a central point of contact and driving initiatives to prevent and address any potential risks related to modern slavery
- Introduced a robust 'Escalation Process' to ensure any concerns are escalated correctly and with priority to the right teams.

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

Ongoing Due Diligence

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.

We will continue to take the following steps to minimise the possibility of any problems:

- Require the businesses we work with to abide by our Code of Conduct
- Collaborate with our stakeholders in order to improve standards and transparency across our supply chain.
- Ensuring that all internal employees involved in the procurement process are aware of and follow the [modern slavery procurement guidance on GOV.UK](#)
- 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
- 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 workers receive training on modern slavery and ethical employment practices

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 in line with the Modern Slavery Act 2015.

Our Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chain and our business, we will be rolling out training to all UK employees. This will be completed by December 2024.

We have also published a Modern Slavery Policy with detailed guidance for employees and agency workers, which is available at all times via our Employee Handbook and Agency Worker Handbook.

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 5th April 2024.

Oghenovo Constore
CEO, Indeed Flex

