

# MODERN SLAVERY STATEMENT

RES-CG-006-1 Modern Slavery Statement

WHAT EVER YOUR REQUIREMENT, WE'RE HERE TO HELP

01704 512 906 | [enquiries@mclresourcing.co.uk](mailto:enquiries@mclresourcing.co.uk) | [www.mclresourcing.co.uk](http://www.mclresourcing.co.uk)

## 1. ORGANISATION

This statement applies to MCL Resourcing (referred to in this statement as 'the Organisation'). The information included in the statement refers to the financial year 2017/2018.

## 2. ORGANISATIONAL STRUCTURE

The company, trading under its various entities is a wholly director owned business with no other shareholders. The Company exists to provide efficient and professional services to clients in a wide range of sectors - both public and non-public, nationally and internationally, whilst providing rewarding employment to its directly employed and contract staff.

MCL Resourcing is dedicated to delivering tailor-made solutions for a wide-ranging set of operational challenges faced by organisation in the public and private sector. Through our services we provide support across all aspects of logistics, human resources, facilities management, occupational health and offshore medical services.

## 3. DEFINITIONS

MCL Resourcing considers that modern slavery encompasses:

- » Human trafficking;
- » Forced work, through mental or physical threat;
- » Being owned or controlled by an employer through mental or physical abuse of the threat of abuse;
- » Being dehumanised, treated as a commodity or being bought or sold as property;
- » Being physically constrained or to have restriction placed on freedom of movement.

## 4. COMMITMENT

MCL Resourcing acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. MCL Resourcing understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

MCL Resourcing does not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to MCL Resourcing in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. MCL Resourcing strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in the United Kingdom.

## 5. SUPPLY CHAINS

In order to fulfil its activities, MCL Resourcing main supply chains include those related to the supply of services to clients. As the company does not manufacture a physical product the volume of externally provided products and services are low.

MCL Resourcing is a first-tier supplier and therefore have minimal further contractual relationships with lower-tier suppliers.

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## 6. POTENTIAL EXPOSURE

MCL Resourcing considers its main exposure to the risk of slavery and human trafficking to exist

In general, MCL Resourcing considers its exposure to slavery/human trafficking to be relatively limited. Nonetheless, it has taken steps to ensure that such practices do not take place in its business nor the business of any organisation that supplies goods and/or services to it.

## 7. STEPS

MCL Resourcing carries out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in its organisation or supply chains, including conducting a review of the controls of its suppliers.

MCL Resourcing has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.

In accordance with section 54(4) of the Modern Slavery Act 2015, MCL Resourcing has taken the following steps to ensure that modern slavery is not taking place:

- » Recognition by the senior management team to address modern slavery and labour exploitation in the company's own operations and in its supply chain.
- » reviewing your supplier contracts to include termination powers in the event that the supplier is, or is suspected, to be involved in modern slavery;
- » Whistleblowing process gives guidance on reporting suspected instances of modern slavery and how to respond.
- » Our rigorous recruitment process includes Right to work checks
- » Our payroll process includes checks for multiple payments to the same bank account
- » Procurement processes include anti slavery checks

## 8. KEY PERFORMANCE INDICATORS

MCL Resourcing has set the following key performance indicators to measure its effectiveness in ensuring modern slavery is not taking place in MCL Resourcing or its supply chains.

- » All staff required to have completed training on modern slavery at induction
- » Conducting annual reviews of existing supply chain and carry out an evaluation all our existing suppliers
- » Recruitment process Audits
- » Number of whistle blowing instances

## 9. POLICIES

MCL Resourcing has the following policies which further define its stance on modern slavery; a corporate social responsibility policy; supplier code of conduct; recruitment policy.

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## 10. SLAVERY COMPLIANCE OFFICER

MCL Resourcing has a Slavery Compliance Officer to whom all concerns regarding modern slavery should be addressed, and who will then undertake relevant action with regard to MCL Resourcing obligations in this regard.

This statement is made in pursuance of Section 54 (1) of the Modern Slavery Act 2010 and will be reviewed for each financial year.

<b>Name</b>	Richard O'Donnell	<b>Signature</b>	
<b>Job Title</b>	Managing Director		
<b>Date</b>	1st February 2017		