

Modern Slavery Statement

Organisation

This statement applies to TRIA Recruitment (referred to in this statement as 'the Organisation'). The information included in the statement refers to the financial year 2022.

Organisational Structure

We are a provider of outsourced recruitment services to businesses based in the United Kingdom who require staff on a permanent, contract and temporary basis. We are based in the United Kingdom, specifically within the Bristol area.

Definitions

The Organisation 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.

Commitment

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

The Organisation 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 the Organisation in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. The Organisation strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in the United Kingdom.

Supply Chains

We work proactively with our suppliers to ensure they comply with our policies on anti-slavery and human trafficking. We carry out due diligence on the suppliers we work with through supply chain mapping and risk assessment in respect of our supply chains.

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business.

Potential Exposure

The Organisation considers its main exposure to the risk of slavery and human trafficking to exist within the provision of temporary recruitment services due to the short-term nature of the assignments and diversity in job applicants.

In general, the Organisation 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.

Steps

The Organisation 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.

The Organisation 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, the Organisation has taken the following steps to ensure that modern slavery is not taking place:

- reviewed our supplier contracts to include termination powers in the event that the supplier is, or is suspected, to be involved in modern slavery
- put measures in place to identify and assess the potential risks in its supply chains
- undertaken impact assessments of its services upon potential instances of slavery
- created action plans to address risk to modern slavery
- provided to staff on modern slavery.

Slavery Compliance Officer

The Organisation 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 the Organisation's obligations. This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2015 and will be reviewed for each financial year.

Date of approval:

Signed: 
Print name: Harriet Kirkpatrick
Job Title: Director
Date: January 2022