

## Drivas Recruitment Modern Slavery Statement

This statement is made as part of Drivas Logistics Ltd T/A Drivas Recruitment's commitment to eliminating the exploitation of people under the Modern Slavery Act 2015 (the Act). It summarises how DRIVAS RECRUITMENT operates, the policies and processes in place to minimise the possibility of any problems, any risks we have identified and 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 01/2018 to 12/2019. It was approved by [the board of directors / the partners] on 24/07/2018.

RUPINDER SHARMA  
MANAGING DIRECTOR

### Our Business

DRIVAS RECRUITMENT is a limited company operating in the recruitment sector. We [provide introduction services / supply temporary in the Driving food supply sectors.

Drivas Recruitment is an independent business.

#### 1.1 *Who we work with*

All of the hirers that we work with, and all of the work-seekers we provide, are known to and identified by our staff. All of the temporary workers we supply are identified by our staff. [Some of these work-seekers operate through their own limited companies.] [We do not supply work-seekers to hiring companies through any intermediaries. companies.]

The hiring companies that we work with are located in Oxfordshire and local counties. The [work-seekers / workers] we supply live in Oxfordshire and local counties.

#### 1.2 *Other relationships*

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

- the Recruitment and Employment Confederation ([www.rec.uk.com](http://www.rec.uk.com))

### Our Policies

DRIVAS RECRUITMENT has a modern slavery policy available in printed version or PDF version in addition, Drivas Recruitment has the following policies which incorporate ethical standards for our staff and our suppliers.

- Ethical procurement policy,
- Anti-bribery / corruption policy, and
- Whistle-blowing policy.

#### 1.3 *Policy development and review*

Drivas Recruitment]’s policies are established by our directors / our partners / our senior leadership team, based on advice from HR professionals, industry best practice and legal advice, and in consultation with We review our policies on regular basis next review is due after 31/12/2019, or as needed to adapt to changes.

## **2 Our Processes for Managing Risk**

In order 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 re-auditing a supplier or conducting spot checks.

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.

Additionally, we have taken the following steps to minimise the possibility of any problems:

- We reserve the right to conduct spot-checks of the businesses who supply us, in order to investigate any complaints.
- We require the businesses we work with to address modern slavery concerns in their policies / publish a modern slavery statement].
- We collaborate with our suppliers in order to improve standards and transparency across our supply chain.
- We ensure that all of our suppliers are members of appropriate industry bodies and working groups.
- We work with REC the Recruitment and Employment Confederation ([www.rec.uk.com](http://www.rec.uk.com)) in order to combat the risk of modern slavery and human trafficking.

Our staff are encouraged to bring any concerns they have to the attention of management.

## **3 Our Performance**

As part of monitoring the performance of DRIVAS RECRUITMENT we track the following general key performance indicators:

- The percentage of suppliers who sign up to an appropriate code / provide their own modern slavery statements,
- The effectiveness of enforcement against suppliers who breach policies,
- The amount of time spent on audits, re-audits, spot checks, and related due diligence, and
- The level of modern slavery training and awareness amongst our staff.
  
- the percentage of workers and/or candidates supplied from audited businesses / our preferred supplier list

We benchmark our indicators against industry best-practice, in order to ensure that we do not put undue pressure on our suppliers that might increase the potential for risk.

## **Our Training**

All of our staff receive training and support that is appropriate to their role. In particular:

- 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 any concerns that they have. Training is refreshed regularly.