



## **Modern Slavery and Human Trafficking Statement**

### **Introduction**

This statement is made on behalf of the Serocor Group as part of our commitment to eliminating the exploitation of people under the Modern Slavery Act 2015. It summaries how we operate, 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.

### **About Us: Business Structure and Operations**

The Serocor Group has offices based in the UK and Germany for the following entities: Serocor Holdings Ltd (CRN 06254182), Serocor Solutions Ltd (CRN 04271351), Advanced Resource Managers Ltd (CRN 05259448), Advanced Resource Managers IT Ltd (CRN 03242420), Advanced Resource Managers Engineering Ltd (CRN 04271358), Hawker Chase Executive Ltd (CRN 04271499), Bloc Digital Talent Ltd (CRN 04271510), Optamor Ltd (CRN 04271349), zyx Associates Ltd (CRN 04271356) and Orson GmbH (HRB 766841). Any references to “Serocor”, “the Serocor Group”, “we”, “our” or “us” refers to that Serocor Group company and, where relevant, the other companies within the Serocor Group.

The Serocor Group is an award-winning, multi-disciplinary recruitment and training consultancy. The Serocor Group provides contingency recruitment, managed services and bespoke talent management solutions within the IT, engineering and business industries. We supply mainstream and niche permanent and contract professionals into diverse industries in the public and private sectors across the UK and EMEA regions.

The Serocor Group has over 100 employees and a global annual turnover which exceeds the current turnover threshold of £36m per annum under the Modern Slavery Act 2015.

The Serocor Group is also a corporate member of the Recruitment and Employment Confederation (“REC”).

### **Due Diligence and Supply Chains**

All of the clients and 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 whilst other work-seekers are supplied via other businesses, who facilitate providing them to the end-client.

We may also work with other businesses to supply workers to hiring companies as a “master vendor” in which we manage a recruitment supply chain of businesses providing similar services to us. We either engage workers directly or via the recruitment supply chain and we facilitate supplying a mix of these workers to our clients.



As part of the Serocor Group's responsibilities, we ensure (either ourselves or through contractual obligations imposed on our suppliers or clients) that all work-seekers engaged or employed for our own business purposes or supplied to our clients:

- Have the right to work in the relevant jurisdiction;
- Can choose who to work for;
- Can leave the company (or agency) upon reasonable notice;
- Are provided with suitable contracts for their engagement type, and that those contracts are compliant with local legislation;
- Are treated in a fair and equal manner and with dignity and respect; and
- Receive their full pay entitlement in a timely manner.

In addition, we comply with our statutory and regulatory compliance obligations by imposing resilient internal processes and procedures.

Our supply chain includes the sourcing of candidates for supply into our clients across the UK, EMEA regions and internationally. Having a supply chain inevitably increases the potential risk of slavery and human trafficking and in order to assess the risk of modern slavery, we use the following processes with our suppliers:

- We adopt a preferred supplier list or PSL in which suppliers are extensively reviewed and vetted before being allowed onto our supply chain.
- When engaging with suppliers, we ask for evidence and confirmation of their processes and policies including commitments around modern slavery.
- We regularly review our supply chain on-boarding processes.

We expect and require our suppliers to operate in an ethical, legally-compliant and professional manner and to promote the same high standards within their own supply chains, including maintaining appropriate policies and procedures to recognize, respect and protect the human rights of employees, temporary workers and contractors, suppliers and business partners. As part of a commitment to identify and address risks of modern slavery and human trafficking, we will continue to undertake due diligence to improve compliance throughout our supply chain.

We are fully committed to ensuring transparency within the business and our supply chains and that all possible steps are taken to prevent any form of modern slavery or human trafficking.

### **Anti-Slavery and Human Trafficking Policy**

The Serocor Group has developed an Anti-slavery and Human Trafficking Policy which sets out clear objectives for the Serocor Group and our supply chain. It reflects our commitment to acting ethically and with integrity in all parts of the Serocor Group and throughout our supply chain. This policy, together with all other relevant Serocor Group policies, provides



clear lines of communication for reporting any concerns that any form of modern slavery or human trafficking is present in the Serocor Group or our supply chain.

### **Our Performance**

As part of monitoring our performance, we track and review the effectiveness of the steps we take to reduce the risk of modern slavery and human trafficking within the Serocor Group and our supply chain.

### **Staff Training**

A key part of the Serocor Group's strategy is to deliver training to staff in order to promote a cultural change and to ensure a high level of understanding of the risks of modern slavery and human trafficking. Training is delivered at induction and is refreshed regularly and on an as-required basis.

All staff receive training and support that includes guidance around modern slavery and human trafficking as well as awareness-raising information so that they can bring any concerns they have to the attention of management. The training enables staff:

- To understand the risks of slavery and human trafficking within the business and supply chains;
- To understand the procedure and initial steps that should be taken if any slavery or human trafficking is suspected, including how to escalate any potential issues; and
- To understand that there are external trusted partners to share any identified risks and suspected issues, including representative bodies, industry associations or working groups.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the Serocor Group's slavery and human trafficking statement for the financial year ending **28 February 2019** and was approved by the Board.

Signed:  Date: 20 March 2019

Mark Gawthorne  
Chief Financial Officer  
For and on behalf of the Serocor Group