

**The Best
Connection**
EMPLOYMENT GROUP 

**Flexible
Workforce
Solutions**

**MODERN SLAVERY
STATEMENT**

Part of the Strategic Workforce Solutions Group



INTRODUCTION



At The Best Connection, we are proud to take a leading stance in the battle against modern slavery.

As one of the UK's leading providers of temporary labour, our unwavering dedication is evident in our relentless pursuit to eradicate slavery and human trafficking from every corner of our operations and supply chains. Upholding the highest ethical standards and responsibilities has always been our cornerstone, and this ethos extends to our fight against modern slavery.

With a national network of over 85 branches, and over 700 employees, we have daily interactions with thousands of candidates, placing them with trusted clients in a variety of industrial, driving, warehousing and distribution roles. We acknowledge that no sector is immune to the risks of labour exploitation and are committed in our role as a responsible recruiter, we recognise the critical importance of implementing rigorous internal policies and processes to mitigate these risks.

Furthermore, we recognise our role within the community, which extends beyond mere business operations. We actively engage in raising awareness and providing support to our stakeholders in the ongoing battle against modern slavery. Our commitment to equality and diversity underscores our approach to supporting our temporary workers. By fostering an inclusive environment and implementing measures to promote equality, we strive to create a safe and secure workplace where all individuals feel valued and respected.

This statement aligns with the requirements of the UK Modern Slavery Act 2015, reflecting the steps we have taken to mitigate the risk of modern slavery within our business and supply chain. Additionally, it outlines our intentions for the upcoming year as we continue to combat this pervasive issue.

2023/2024 HIGHLIGHTS



Fortified our Tackling Modern Slavery Guidelines



Further developed our Tackling Modern Slavery Champions group



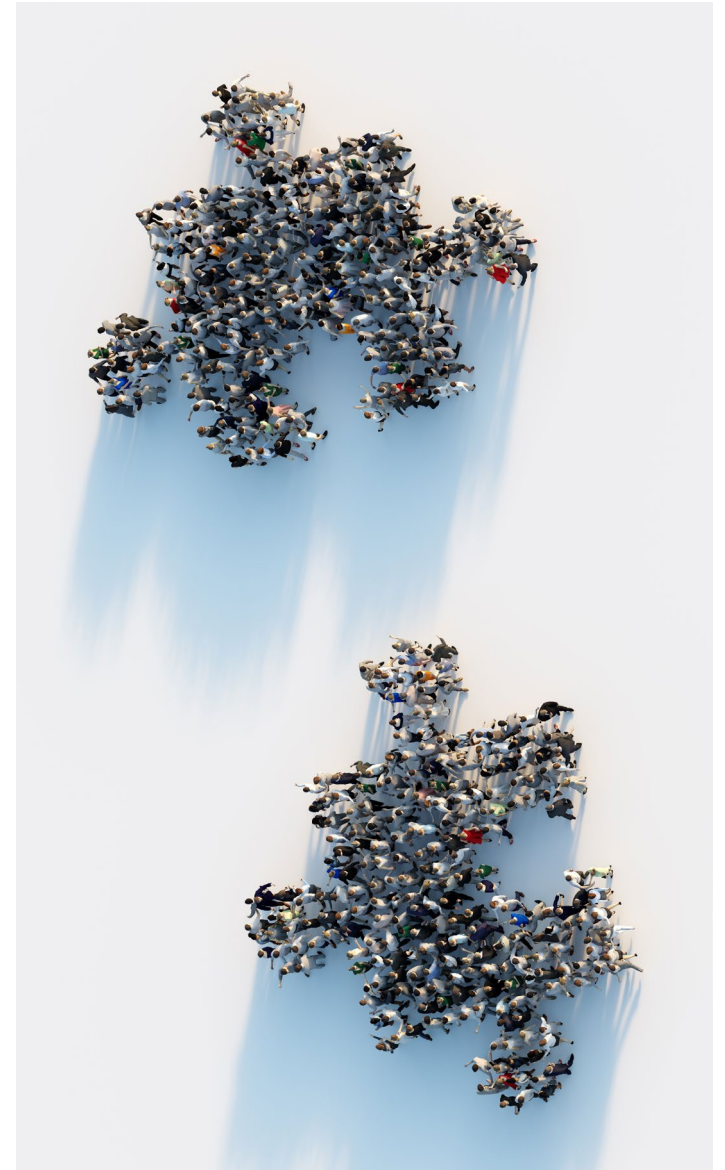
Deepened our commitment to the GLAA



Reaffirmed our Stronger Together membership, deepening our collaboration



Actively participated in externally-held Modern Slavery workshops



COMPANY STRUCTURE

The Best Connection is one of the UK's leading labour providers, operating predominantly in the industrial and driving sectors, but also covering retail, logistics, commercial, aviation and care sectors.

As a part of the SWS Group, our parent company is Strategic Workforce Solutions Group Limited. With over 700 employees, a national network of over 85 branches, and up to 20,000 temporary staff across the UK, we are deeply committed to ethical practices throughout our operations.

As a responsible recruiter, we approach the task of supplying temporary workforce with utmost seriousness. We understand the inherent risks associated with our sector, acknowledging the potential for exploitation by traffickers and perpetrators, and are rigorous in enforcing our policies.

Our company structure provides a top-down approach to tackling the threats of modern-day slavery. As a people-centric business, care and compassion is embedded in our culture and values, and employee and worker welfare are at the heart of all we do. Supported by a structure of strict policies and procedures, our approach is thorough, meticulous, and totally transparent.

BRANCHES



We operate from **85+** branches throughout **England, Scotland & Wales**, with a further **100+** onsite & value-added accounts.

LOCATIONS



Our offices are situated in both **large cities & town centres**, located in the heart of each community





POLICIES & PROCEDURES

At the Best Connection, our policies have been designed to clearly communicate and demonstrate our expectations to our staff, and stakeholders.

Our documented policies are listed below:

- ## Internal
- TBC Recruitment Policy
 - Grievance Policy
 - Equality, Diversity & Inclusion Policy
 - Whistle-blowing Policy
 - CSR Policy
 - Temporary Worker Advertising Policy
 - Safeguarding and Prevent Policy

- ## External
- Modern Slavery Policy
 - Ethical Trading Policy

OUR BUSINESS

In tackling slavery and human trafficking in our business we adhere to the following steps:



Identifying areas of risk within our business and supply chain is managed by our Head Office Compliance, Quality & Assurance team, who are supported by an active team of Tackling Modern Day Slavery Champions, who work at the forefront of our recruitment business and are distributed across the country.

Methods that we use for enforcement include:

- Interrogating our temporary worker database to identify any individuals who share the same bank account or address with other workers on our payroll.
- Individually investigating any anomalies at branch level, where our consultants will question the temporary workers and establish the reasons behind the shared bank accounts or addresses.
- Monitoring any properties under investigation through Google Street View searches, to see if there are patterns of behaviour for our temporary workers that may cause concern.

We take to steps to mitigate any risks by raising awareness of modern slavery within our business, continuously developing our policies and procedures to reflect any changes to environments and updates of legislation, training our staff in spotting the signs of modern slavery and providing support and guidance should they have any concerns.

We monitor the ongoing effectiveness of our risk prevention through our internal audit program and have a robust policy in place to reassure staff that it is safe and acceptable to speak up and enable concerns to be raised at an early stage and in the right way.

OUR SUPPLY CHAIN

Supplier Compliance with our Values

We have zero tolerance to slavery and human trafficking within our supply chain. To ensure that all our clients and contractors comply with our values we insist that our contracts incorporate a requirement to prevent and stop modern slavery.

We conduct ID and likeness checks on our worker supply chain to ensure there is no misuse of documentation for candidates applying for roles.

We recognise that it is our clients who are best placed to spot the signs of modern slavery on a day-to-day basis and we provide our clients with materials to assist them in spotting modern slavery.

For some of our larger clients, we are able to provide a fully managed Onsite operation, where we can manage all their recruitment and workforce planning needs.

Our dedicated Compliance Team rigorously monitors all processes, and is fully supported by employees across the business, including Legal, Audit and Compliance, Procurement, Sales and Training.

Suppliers for:

- IT Equipment
- Energy
- Travel & Accommodation
- Office Facilities & Supplies

Coverage:

- Over 700 permanent staff
- Over 90 locations within the UK

Total Workforce:

- Over 5000 clients
- Over 20,000 temporary workers
- Over 11,000 bookings per week



OUR TEMPORARY WORKFORCE



As a provider of labour, ensuring the protection of our temporary staff from slavery and human trafficking is paramount. Whilst we recognise that no business is immune to the risks of modern slavery, we believe that having a robust series of processes is crucial to minimising the risk to our temporary staff. Our commitment to tackling slavery and human trafficking runs throughout our business.

Detailed are the key processes we have implemented to detect and prevent modern slavery within our workforce.

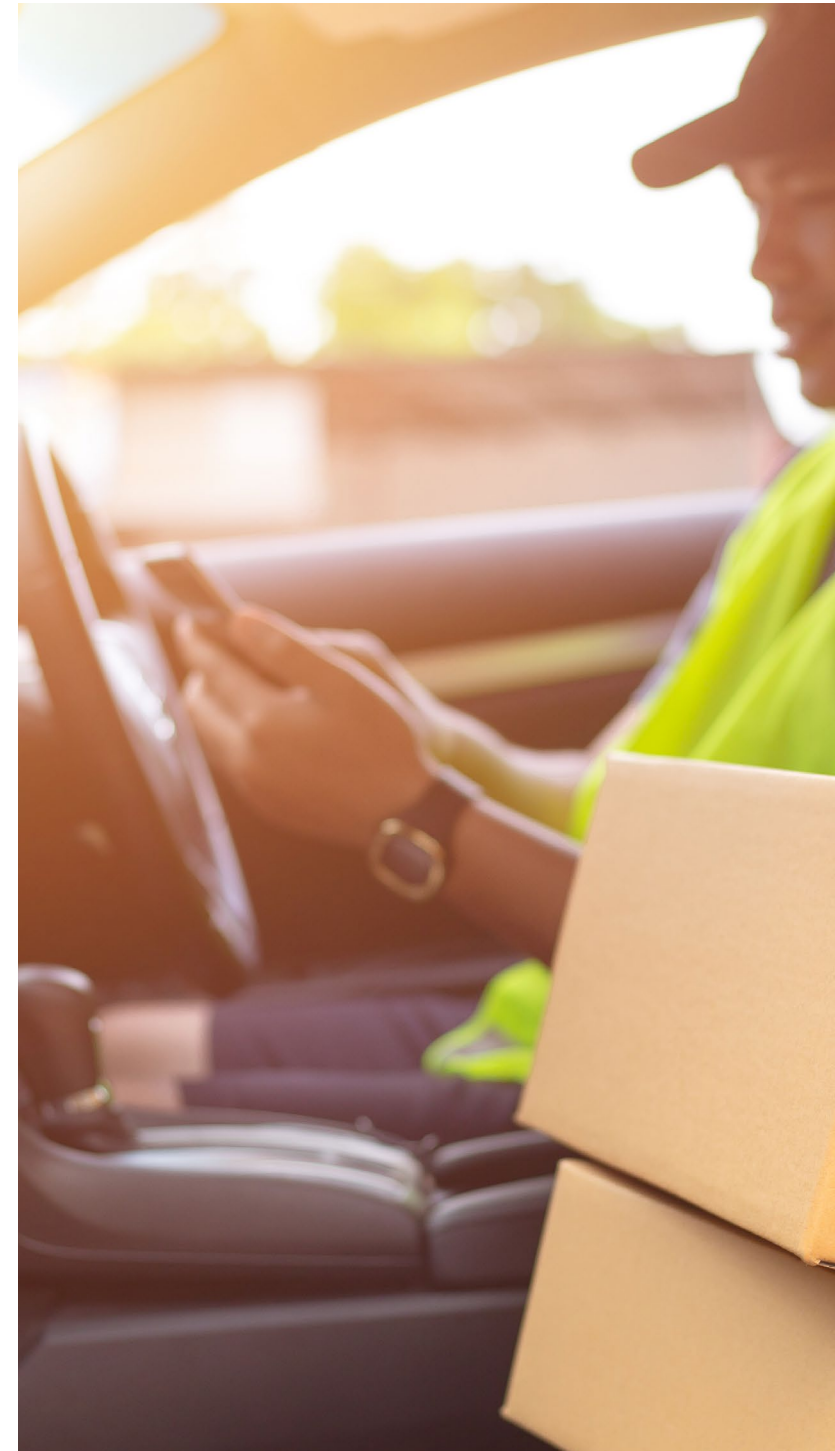
Recruitment of Temporary Workers

- All candidates go through a thorough recruitment process when registering for work with us. This includes a face-to-face interview where documentation is reviewed by our trained staff, and questions relating to modern slavery which form part of the application packs.
- Our staff are all trained in spotting signs of modern slavery and in providing a safe and welcoming environment for temporary staff to come forward with their concerns.

All our branches display posters in reception and interview areas providing details of modern slavery and workers are provided with a handout containing contact information for confidential support and resources about slavery and human trafficking.

Payment of Temporary Workers

- Pay slips are always made available to the individual by email, online or through their own TBC account app login.
- Temporary workers are paid by BACS into their own bank account or that of their partner, or in rare circumstances, by personal cheque.



PARTNERSHIPS

Our position is solidified in the strategic partnerships we have with leading industrial bodies and multi-stakeholder initiatives, as we recognise that there is strength in numbers in the fight against modern slavery.



Established since 1930, the REC is the recruitment industry's primary representative body. The Best Connection is an active member, sharing best practice and industry developments with all our recruitment staff.



Sedex is a not-for-profit organisation that aims to improve ethical and responsible business practices in global supply chains. Short for Supplier Ethical Data Exchange, SEDEX is an online system that allows suppliers to maintain data on ethical and responsible practices and allows them to share this information with their customers.



The Best Connection actively works with the DWP to bring unemployed and low-income individuals into the workplace in a caring and compassionate manner.



Stronger Together is a not-for-profit programme and part of a group of initiatives all aimed at creating systemic human rights change in global supply chains who specialise in responsible recruitment, fair work and tackling labour exploitation. They provide practical, innovative solutions, based on established international standards and methodologies, to drive effective human rights due diligence in global supply chains.

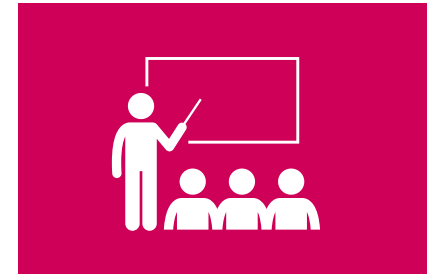


The Association of Labour Providers is a not-for-profit trade association promoting responsible recruitment to businesses of all sizes and sectors through the supply chain. A member, The Best Connection ensures our labour provision is recognised as a model of sustainable good practice.

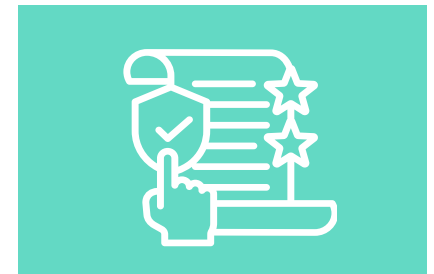
TRAINING & AWARENESS



We firmly believe that training is a fundamental tool in combatting modern slavery. To ensure that all our staff are well-equipped to identify the associated risks involved, we have developed and deliver specialist training programmes. These initiatives empower our employees to recognise signs of modern slavery, fostering an environment where temporary staff feel secure in voicing their concerns.



We hold an expectation that all staff adhere to laws and regulations and act in accordance with guidelines with respect and integrity for all our stakeholders. Our recruitment consultants undergo comprehensive equality and diversity training, seamlessly integrated into our recruitment processes.



Monitoring the effectiveness of our training program is something we take very seriously and is one of measures for continuous improvement. Steps we take include, ensuring that training delivery is compliant with the rules and regulations, monitoring performance through pass rates and actively responding to feedback from our staff.



In our pursuit of excellence, every individual within our organisation is encouraged to challenge the status quo and explore ways in which we can improve further.



MODERN SLAVERY CHAMPIONS



At The Best Connection, we have established a team of Tackling Modern Slavery Champions who represent various divisions within the business. They serve as primary points of contact and support for branches, addressing and supporting any inquiries or concerns that arise.

Should our staff seek further guidance on matters related to modern slavery, such as servitude, human trafficking, or forced labour, they can rely on our dedicated team of Tackling Modern Slavery Champions.

The Champion group comprises of senior managers from across the business and representatives from our head office compliance team. Their duties include conducting monthly investigations, identifying, and mitigating risks, ensuring the timely communication of updated information, raising awareness, and addressing suspicions as they arise.

These individuals have undergone extensive training provided by our partner, Stronger Together, equipping them with the latest tools and insights to combat modern slavery within UK businesses. They are available to offer support whenever needed, ensuring our collective efforts remain steadfast in the face of this pervasive threat.

Our Champions have forged strong relationships with governmental agencies through direct meetings, recognising the fundamental role we play in fostering communication within both our organisation and the broader community. They actively participate in events hosted by organisations such as Stronger Together and the Recruitment and Employment Confederation, translating communication into actionable initiatives.

MEASURING SUCCESS

We monitor our effectiveness at meeting the obligations set out in this document with several Key Performance Indicators (KPIs).

By monitoring these KPIs, we, as a temporary worker recruitment company can better identify, prevent, and address potential modern slavery issues, ensuring the protection and fair treatment of all workers.

Our KPIs

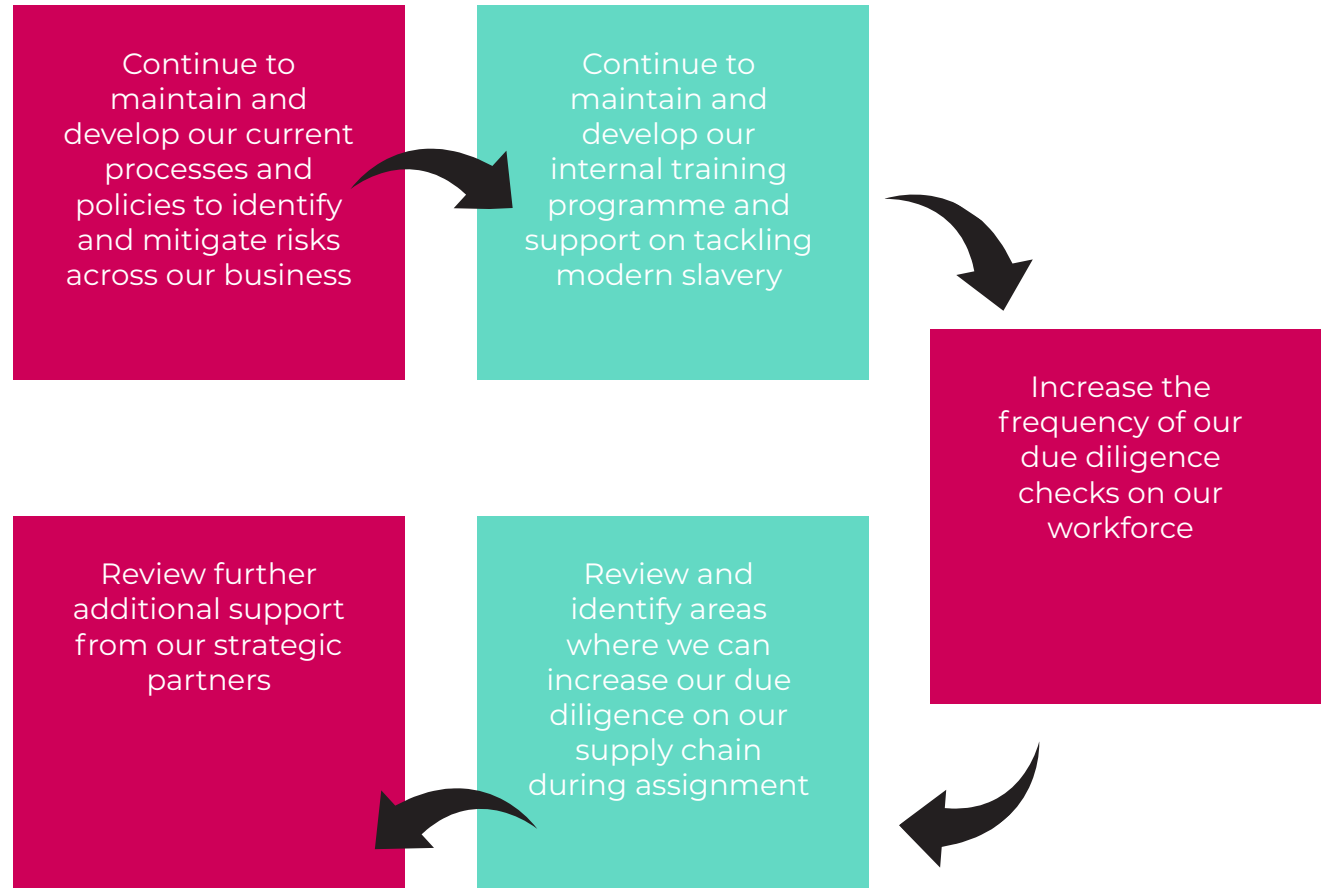
We measure:

- The number of modern slavery cases identified.
- The number of completed Modern Slavery training courses, and refresher courses.
- The number of times permanent employees have reviewed our Modern Slavery Policy and Tackling Modern Slavery Guidelines.
- The number of completed Temporary Worker Satisfaction Surveys, and satisfaction results.
- The number of incidents of temporary worker concerns that have been reported.





Subsequently, this financial year we commit to undertaking the following initiatives:



DECLARATION

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 2023.

Signed
Andrew Sweeney



Chief Executive Officer
The Best Connection Group Limited
1st January 2024

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