



# Modern Slavery Statement 2018

SEARCH BY KEYWORD

SEARCH BY LOCATION

This statement is made pursuant to Section 54 of the Modern Slavery act 2015 and constitutes 1<sup>st</sup> Step Solutions Ltd Slavery and Human trafficking statement in respect of its trading year ending August 2018.

## Introduction

1<sup>st</sup> Step Solutions Ltd and 1<sup>st</sup> Step Resourcing Inc (hereinafter referred to together as 1<sup>st</sup> Step) recognise that all organisations have an obligation to prevent slavery and human trafficking and will do all in its power to prevent slavery and human trafficking within its business and within the supply chain.

This statement focuses specifically on 1<sup>st</sup> Step's compliance with the Modern Slavery act 2015 and the steps we take to ensure that there is no slavery or human trafficking occurring within the organisation or its supply chain.

## Our Business

1<sup>st</sup> Step is a specialist provider of permanent, contract and temporary recruitment solutions and industry-specific accredited safety training operating in the following sectors.

Skilled Trades

Rail

Civils

Structural Steel

Building Façade

Supervisory & Managerial

Commercial

Design



## Policy

All policies, including the 1<sup>st</sup> Step Modern Slavery Policy are reviewed annually and communicated to all employee's and suppliers.

All employees should be free to choose to work for their employee and to leave the company upon reasonable notice

All employees must be provided with a clear contract of employment which complies with local legislation

All employees must be treated in a fair and equal manner and with dignity and respect.

Any form of discrimination, victimisation or harassment on the grounds of any protected characteristic should be prohibited

All applicable laws and industry standards on employee wages, benefits, working hours and minimum age should be adhered to in all countries of operation, without any unauthorised deductions.

Suppliers should observe the provisions of the international labour organisation such that any young persons under the age of 18 should not be employed to work at night or for any hazardous work and their employment should not harm the young person's education, health or physical, mental, moral or social development.

No young persons may be employed below the age of 16

All slavery and human trafficking laws must be complied with including, but not limited to, the UK Modern Slavery Act 2015. Suppliers must ensure their business operations are free from slavery and human trafficking practices whether in the UK or elsewhere, both internally and within their supply chains and other external business relationships.

## Our Supply Chain

1<sup>st</sup> Step's supply chains include but are not limited to are limited to those individuals and organisations which provide 1<sup>st</sup> Step with the goods and services needed to operate its business, such as; Office Supplies, PPE Supplies, software, comms and IT equipment and contractors that provide the services of temporary workers including personal service companies.

## Due Diligence process for Slavery and Human Trafficking

1<sup>st</sup> Step ensure the strictest compliance checks are completed for all candidates it supplies. We verify the identity and right to work of each worker before any assignments commence.

We have in place a process to undertake due diligence on our supply chain network to ensure compliance with legislative obligations such as pre-approval supply chain management and contractual arrangements.



## Training

To ensure a comprehensive understanding of the risks of modern slavery and human trafficking in its supply chain 1<sup>st</sup> Step include a training module on modern slavery and human trafficking; completion of which is mandatory for all employee's

### LATEST JOBS

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#### Construction Superintendent

Seattle, Washington

US\$170000.00 - US\$200000.00 per annum

(/job/construction-superintendent-16/)

#### Construction Superintendent

Boston, Massachusetts

US\$170000.00 - US\$200000.00 per annum

(/job/construction-superintendent-15/)

#### Construction Superintendent

Miami, Florida

US\$170000.00 - US\$200000.00 per annum

(/job/construction-superintendent-14/)

### LATEST BLOGS

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#### Positively bucking the trend

Stuart Wallis

June 10, 2019

(/blog/2019/06/1st-step-positive-in-face-of-decline-in-candidate-availability)

#### 1st Step acquires Wells Brooks Associates

Stuart Wallis

May 20, 2019

(/blog/2019/05/1st-step-acquires-wells-brooks-associates)

#### Hayley Completes PTS Training

Stuart Wallis

April 11, 2019

(/blog/2019/04/hayley-completes-pts-training)

# 1ST STEP RECRUITMENT INSIGHTS