

# modern slavery act transparency statement.

## Introduction

The International Labour Organisation estimates that 24.9 million men, women and children are victims of forced labour globally. Around 16 million of these people are exploited by private individuals or businesses. We recognise that in many cases, the individuals subjected to debt bondage, trafficking and other forms of modern slavery are amongst the most vulnerable in society.

The services provided by Randstad help thousands of individuals find fulfilment in their careers but we accept that we can be perceived as an easy route through which those who would seek to exploit others can achieve their aims.

We have a zero-tolerance approach to Modern Slavery and this statement sets out the steps we have taken and will continue to take to eliminate the greatest human rights issue of our time.

## Our Business

Randstad UK Holding Limited and its subsidiaries ("Randstad UK") are part of the global Randstad Group, the largest provider of recruitment and related services in the world. Randstad UK consists of specialist businesses working within vertical markets such as care, education, finance and accounting, construction, property and engineering.

Our supply chain can be divided in two: suppliers of personnel who work with us to deliver services to our clients and suppliers of goods and services such as cleaning and catering.

## Our Policies

Randstad is a signatory of the United Nations Global Compact and respects and supports its ten principles with respect to human rights, labour, environment and anti-corruption. The principles regarding labour are those outlined in the ILO Declaration on Fundamental Principles and Rights at Work: freedom of association and the right to collective bargaining, elimination of all forms of forced or compulsory labour, effective abolition of child labour, and elimination of discrimination in respect of employment and occupation.

We are committed to make the Global Compact principles part of the strategy, culture and day-to-day operations of Randstad and the ten principles are therefore regarded as part of our Business Principles.

All employees and workers of Randstad have access to dedicated channels through which they may voice concerns, either through local reporting mechanisms or through the [global reporting procedure](#). All concerns raised will be treated confidentially and with the complete assurance that there will be no retaliation against any employee filing a good faith complaint.

We will continue to ensure that all suppliers to Randstad are engaged under written contracts which require them to comply with the laws applicable to their business, the Randstad Supplier Code of Conduct and the Randstad Business Principles.

### Assessment of risk and audit of suppliers

We accept that no part of our business is immune to the risk of Modern Slavery and our approach to training as outlined below reflects this. We understand though that some parts of our business and their respective supply chains have a higher risk of Modern Slavery taking place. In particular, those parts of our business which supply workers in the following sectors:

- Care
- Construction
- Manufacturing

Furthermore, in respect of goods and services purchased which are not for resale, we recognise the risk that exists in our food purchasing and cleaning services arrangements.

Accepting and recognising these risks allows Randstad to target its resources effectively to combat the risk of Modern Slavery where it is highest. We already have an established audit programme for suppliers of personnel and this will be expanded to audit and assess matters relating to Modern Slavery including what steps the suppliers are taking to mitigate the risk of occurrence.

For suppliers of goods and services not for resale, Randstad will assess the risk in relation to each sector and carry out desktop reviews or conduct face-to-face meetings and reviews with those suppliers to ensure they are effectively managing the risk in their business.

The ongoing risk which Modern Slavery presents will be continually reviewed as part of our established risk management processes.

### Training

All new employees receive information relating to Modern Slavery as part of their induction programme during the session on the Randstad Business Principles. Employees working in branches are provided with guidance on indicators of Modern Slavery and complete mandatory e-learning.

### Assessment of effectiveness

In order to assess the effectiveness of the steps we are taking, we will continue to monitor the following indicators:

- Completion of training both through attendance at induction and e-learning;
- Percentage of suppliers of personnel subjected to audit;
- Reports of possible incidents of Modern Slavery

Last year ( from 1 January 2018 to 31 December 2018) :

- 335 employees attended induction and 340 employees completed the Modern Slavery elearning module;
- Audits were carried out on nearly a quarter of our suppliers of personnel;
- No reports were received of possible Modern Slavery incidents

This statement has been approved by the CEO of Randstad UK Holding Limited and is applicable to all companies within Randstad UK.

January 2019.

