



Slavery and Human Trafficking Annual Statement 2018-2019

recruitment redefined

Introduction

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

We at MPI Limited and MPI (Herts) Limited (MPI) are committed to improving our practices to combat slavery and human trafficking and this statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 for the financial year ending 30.09.19.

Organisational structure

MPI is an Employment Business and Employment Agency, providing personnel and services to clients across a number of sectors including aviation, defence, rail, manufacturing and industrial.

Our policies on slavery and human trafficking

In light of the obligation to report on measures to ensure that all parts of our business and supply chain are slavery free, MPI has put in place a designated Modern Slavery and Human Trafficking Policy (MPI & A 083).

Our Modern Slavery Policy demonstrate our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains. We would recommend reading the Modern Slavery Policy in conjunction with the following policies:

- Ethical Trading Policy (MPI & A 084),
- Equality, Diversity and Inclusion Policy (MPI & A 085),
- Quality Policy (MPI & A 086),
- Health & Safety Policy (MPI & A 087)
- Anti-bribery and Corruption Policy (MPI & A 127).

Our supply chains

We are committed to ensuring that there is no modern slavery, human trafficking, forced labour and similar human rights abuses in our supply chains or in any part of our business. The main areas of procurement within MPI are:

- IT and telecommunications
- Fleet cars and vans
- Personal Protective Equipment
- Medical and medical testing services
- Office stationary, equipment and furniture
- External training services
- Travel services

Supplier adherence to our values

We have zero tolerance to slavery and human trafficking. To ensure all those in our supply chain comply with our values we shall carry out due diligence activities to ensure that the organisation that MPI intends to enter into a relationship with meets appropriate ethical and professional standards.



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Due diligence processes for slavery and human trafficking

As part of our initiative to identify and mitigate risk, the following potential risk areas have been identified:

1. Provision of temporary workers to clients

Potential risk

Temporary workers placed with clients may be enslaved or human trafficked individuals.

Risk control

Checks are carried out in order to mitigate the likelihood of any candidate being enslaved or human trafficked including, only dealing with an individual direct and not through an intermediary; authenticating the identity, nationality and eligibility to work with each individual prior to commencing work, as well as verifying, qualifications, references, proof of NI and bank details to ensure each person is acting in their own right.

2. Suppliers that make up MPI's supply chain

Potential risk

The use of suppliers that contravene the Modern Slavery Act 2015.

Risk control

All suppliers are required to complete and return a supplier appraisal questionnaire that summarises their adherence to the Modern Slavery Act 2015.

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training and briefings to our members of staff.

Our effectiveness in combating slavery and human trafficking

MPI has not received any reports of instances of modern slavery over the past financial year.

Further steps

- MPI will continue to raise awareness of modern slavery and of the need for proper due diligence to be applied by all employees, suppliers and customers.
- An awareness of Modern Slavery will be included within the induction process for all new employees.
- MPI will assess new suppliers to ensure that they adhere to the Modern Slavery Act 2015.
- MPI shall continue to conduct regular audits of its candidate registration and vacancy fulfilment processes to ensure that only eligible workers are assigned to clients.
- MPI shall continue to monitor and promptly investigate any reports of modern slavery or human trafficking.

Edward Pearson

Chief Executive

13 November 2018