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POLICY ON PREVENTING HIDDEN LABOUR EXPLOITATION

ELL Recruitment commits to developing and adopting a proactive approach to tackling hidden labour exploitation.

POLICY STATEMENT

Hidden labour exploitation is exploitation of job applicants and workers by third party individuals or gangs other than the employer or labour provider including rogue individuals working within these businesses but without the knowledge of management. It includes forced labour and human trafficking for labour exploitation, payment for work-finding services and work-related exploitation such as forced use of accommodation. It is understood that it is often well hidden by the perpetrators with victims, if they perceive of themselves as such, reluctant to come forward.

COVERAGE

This policy applies to all sites

RESPONSIBILITY

Margarita Naab- Director has overall responsibility for this policy

Marina Augustane- HR Manager have responsibility for adhering and maintaining policy aspects in recruiting and daily management of workers.

POLICY COMMITMENTS

ELL Recruitment shall:

1. Margarita Naab, Marina Augustane were attendees of "Tackling Hidden Labour Exploitation" training and have responsibility for developing and operating company procedures relevant to this issue.
2. Accept that job finding fees are a business cost, and will not allow these to be paid by job applicants. The Company will not use any individual or organization to source and supply workers without confirming that workers are not being charged a work finding fee.
3. Ensure that all staff responsible for directly recruiting workers are trained to be aware of issues around third party labour exploitation and signs to look for and have signed appropriate Compliance Principles.
4. Ensure that labour sourcing, recruitment and worker placement process are under the control of trusted and confident staff member.
5. Adopt a proactive approach to reporting suspicions of hidden labour exploitation to the Gangmasters and Labour Abuse Authority and police.
6. Provide information on tackling "Hidden Labour Exploitation" to our workforce through a variety of formats such as workplace posters, workers leaflets, induction and other training.
7. Encourage workers to report cases of hidden third party labour exploitation, provide the means to do do and investigate and act on reports appropriately.
8. Positively encourage and support employees and agency workers to report such exploitation which may be occurring within their communities.
9. Require labour providers and other organisations in the labour supply chain to adopt policies and procedures consistent with the above.

Signed:

A handwritten signature in black ink, appearing to be 'M. Naab'.

Date:

30/10/2018