

Anti-Slavery and Human Trafficking

Anti-Slavery and Human Trafficking Policy

Introduction

At Your World Recruitment Group, we recognise our obligation to consider and comply with the Modern Slavery Act 2015 to prevent slavery and human trafficking in our business and the supply chains we work amongst.

It is important for us to be aware of the forms of modern slavery and how our business activity can attract such risks. Forced labour, slavery, servitude and trafficking of people are key areas of consideration for us. Providing key information to our candidates in order to keep them alert to the signs of slavery and trafficking is important in order that we can take necessary action if required to protect our staff and our business activity.

Integrity and a consideration for human rights and ethical practice is at the forefront of our vision and values. This policy details our commitment to the Anti-Slavery Act 2015.

Your World Recruitment Group will support victims of modern slavery based on current guidance and updates from the Home Office.

Your World Recruitment Group will notify the Home Office when encountering a potential victim of modern slavery.

Structure and Business

Your World Recruitment is a global healthcare recruitment agency, placing a wide range of healthcare professionals from all medical sectors including Nursing, Doctors, Allied Health Professionals (AHP), Health Science Services (HSS) and Non-Medical Non-Clinical to public and private sector healthcare settings in the UK and Ireland.

Our Business Partners

Our business partners include, but are not limited to, our clients and resourcing agencies. It is sometimes necessary to use third party agencies to supply staff to our clients.

We have detailed terms and conditions in place together with a code of conduct which we expect full compliance to from clients and suppliers.

Ultimately, we also expect our business partners to promote the same expectations and standards within their own supply chains.

Our Policies

Suppliers are expected to adhere to our Supplier Code of Conduct and Terms and Conditions concerning ethical treatment of all employees and temporary workers.

Employees should be free to choose to work for their employer and be subject to the relevant employment law applicable to the country of residence/placement.

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

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Any form of discrimination, victimisation or harassment should be prohibited.

Laws relating to unlawful deductions from salary shall be observed.

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 Act. 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. We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business.

Anti-Slavery & Human Trafficking - Due Diligence Process

Your World Recruitment Group enforce strict identity checks on candidates and confirmed employees to confirm legitimacy of their right to work.

As part of our commitment to identify and eradicate slavery and human trafficking, we are undertaking due diligence on our supply chains to ensure compliance with legislative obligations and will continue and evolve this process in future years.

All Your World employees have access to dedicated whistleblowing channels in order to raise concerns, questions or clarify processes. Your World fully endorse transparency compensation and justice for victims if warranted.

Identifying Potential Victims of Modern Slavery

Your World frontline staff are familiar with indicators of modern slavery to support and identify potential victims. Potential victims of modern slavery will be determined by considering and regarding their circumstances, including:

- Age
- Family relationships
- Physical or mental disability or illness
- Condition that could impair their ability to protect themselves
- Lack of information about working rights
- No access to personal documents
- Giving personal information with obvious errors or omissions

Indicators of modern slavery will be considered when determining potential victims, including:

- The belief that they must work against their will
- Inability to leave their work environment or home environment
- Showing signs that their movements are being controlled
- Being subjected to violence or threats of violence against themselves or against their family members and loved ones

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- Suffering an injury that appears to be the result of an assault or control measures
- Being afraid of revealing their immigration status
- Not being in possession of their passports/identity documents, as those documents are being held by someone else
- Coming from a place known to be a source of human trafficking
- Acting as if they were instructed by someone else
- Having no access to their earnings
- Having no access to medical care
- Have limited or no social interaction
- Being unable to communicate freely with others
- Being under the perception that they are bonded by debt

Physical and psychological indicators of modern slavery will be considered when determining potential victims, including:

- Physical injuries with unclear explanations
- Neurological symptoms
- Neglect of dental hygiene
- Deterioration of pre-existing conditions
- Physical disfigurements or self-harm
- Fear, anxiety or depression
- Emotional distress
- Hostility and aggression

Supporting Potential Adult Victims of Modern Slavery

Your World frontline staff are familiar with the mainstream or specialist support available to potential victims of modern slavery, including:

- Government funded support through the modern slavery victim care contract (MSVCC)
- Outreach support
- Access to legal aid
- Immigration advice
- Medical care and counselling
- Home country return assistance

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Training

All Your World staff are expected to follow our vision and values in terms of integrity and confirmed legislation surrounding our business activity.

We endeavour to update our policies and provide notices of change and regular training as and when the policy evolves.

This statement is made pursuant to Section 54 of the Act and constitutes Your World Recruitment Group's slavery and human trafficking policy.



Simon Taylor - CEO