

Modern Slavery Statement

The Selective Group is committed to working within its business and supply chain to ensure that we implement a proactive approach to driving out and preventing acts of modern slavery and human trafficking from occurring.

This statement is made pursuant to section 54 (1) of the Modern Slavery Act 2015 and summarises the key activities and steps taken over the past 12 months to reduce hidden labour exploitation practices within our supply chain, including sub-contractors, contractors and partners.

Organisation's structure

Selective Limited is a recruitment service company operating as both an Employment Business and Employment Agency within the UK market. Our primary areas of focus is in the Built Environment industry, rail, utilities and engineering and we provide temporary workers and source permanent staff.

Our supply chain is entirely UK based. Supply chain partners include: general office materials, leased vehicles, waste recycling services, personal protective equipment, IT suppliers (online resources and advertising, hardware and software services), payroll company services, 2nd Tier Recruitment Agencies, Intermediaries and any service suppliers to support the running of our business.

Organisational Policies

Selective is committed to zero tolerance against human trafficking and worker exploitation. Our policies on Modern Slavery and Human Trafficking, Sustainability, Supplier, Quality, Health & Safety, Anti-Bribery, and Whistleblowing Policy support our approach outlined above. These policies are available upon request.

All our policies are signed by our MD and supported by the Board of Directors and reviewed annually. Our Group Head of Compliance is the primary point of contact to ensure the standards set out in our policies are met and to whom issues or non-conformances can be reported. Non-conformances are logged, investigated, actioned and followed-up.

Internal accountability standards and procedures for employees failing to meet company standards regarding slavery and trafficking: Selective's employees are, under the terms of their employment, expected to follow all applicable rules and regulations and all the organisations policies as detailed in our employee handbook. Employees who violate laws or policies are subject to disciplinary action.

Temporary workers are expected to comply with all applicable rules and regulations and all organisation policies of our Clients whilst on assignment. A candidate charter outlines our commitments to temporary workers and commitments we expect from them.

Due Diligence Process

Our business will not support or deal with any business knowingly involved in human trafficking or exploitation and our supply chains and partners are expected to comply with all applicable laws.

All of our suppliers undergo a strict due diligence process to ensure, as reasonably practicable, that they adhere to our expectations.

Audit rights are part of all our supply chain contracts, which permit us to audit a supplier's compliance under the terms of the contract. This now extends to encompass modern slavery. All our contracts with suppliers require suppliers to comply with all applicable laws.

We have robust and detailed quality assurance procedures in place, certified to ISO9001, for the vetting of temporary workers and permanent candidates and we ensure that we are able to confirm their identities and that they are legally entitled to work in the UK which includes ongoing monitoring of permits and working visas.

Assessing and Managing Risk

Some of the industries we supply temporary workers to are potentially at higher risk than others, for example: temporary workers within the construction industry.

By following our internal procedures and working alongside our Clients' strict requirements, we use our best endeavours to reduce hidden labour exploitation practices and ensuring that slavery and human trafficking is not taking place.

Performance Indicators - Preventing Exploitation

We use several key performance indicators (KPIs), processes and procedures to measure how effective we have been in ensuring that slavery and human trafficking is not taking place in any part of our business or supply chains.

In line with the Modern Slavery Act and ILO guidelines, we have a number of measures to prevent the exploitation of our temporary workers and permanent candidates where applicable. Our Compliance, Administration and Payroll Teams collaborate with our Consultants to check and monitor the following indicators:

- Right to Work checks - workers must prove they are eligible to work in the UK
- Bank Account - workers must provide proof of own/ joint/ business bank account
- NI - workers must provide proof of their national insurance number
- Telephone numbers- are applicable to the worker
- Email address - is applicable to the worker
- Qualifications - time limited competencies cards, passes and memberships or qualifications are verified and followed-up
- References - verbally verified
- Ongoing checks are carried out on temporary workers' welfare on site and risk assessments are taken for each assignment, the details of which are given to the worker
- Prompt Payment - workers are paid promptly as outlined in our timesheets procedure
- Adherence to National Minimum Wage (and the National Living Wage/London Living Wage rules where appropriate) at all times
- Addresses - Quarterly cross-referencing analysis on temporary workforce addresses and postcodes to identify if a high number of workers are not living at the same address,

indicator of an overcrowded accommodation

In addition:

- Forms of contract used in engaging temporary workers and registering candidates are compliant with HMRC guidelines and The Conduct of Employment Agencies and Employment Businesses Regulations
- All temporary workers are given the right to refuse to work if they feel their conditions or treatment are unsafe or unsuitable
- No restrictions are placed on temporary workers right of movement except in relation to genuine health and safety requirements and supported with evidenced risk assessments
- No fees are ever charged to our temporary workers or permanent candidates for provision of our services in finding them work
- Regular benchmarking exercises are undertaken to ensure temporary workers and permanent candidates are being paid at an appropriate rate for the role and market they are in
- Supply Chain vetting is carried out along with audits where appropriate
- Feedback forms are provided for both workers and Clients to ensure satisfaction with work undertaken, working conditions and pay rates
- We are members of CIRAS which our workers may use to report any issues confidentially outside of Selective

Training

Existing and new employees are required to undertake training regarding issues of legal compliance including Modern Slavery Awareness.

In 2017 we launched a special section on our Intranet focusing on Equality, Diversity and Inclusion and this has been continually developed with further resources to raise awareness on modern slavery in relation to our business operations.

Further work will be done during the term of this financial year to ensure that all Selective employees are trained at induction stage about our policies regarding modern slavery and trafficking within a sustainability, ethical business and human rights context.

In addition, Senior Managers and Directors have received high level briefings on human rights, modern slavery and human trafficking.

Selective Limited commits to the ongoing monitoring of the above performance indicators during the present financial year and to report on activities in 2023. We will update and publish this Modern Slavery Statement annually.



Emma Hunt
MD, Selective

Date: 31st March 2024