



Company Name:	Bespoke Education Service Team Ltd (B.E.S.T. Ltd) ("the Company")
Policy No.	009
Policy Name:	Modern Slavery Policy
Date:	21st October 2018

Statement

This statement has been published in accordance with the Modern Slavery Act 2015. It sets out the steps B.E.S.T Ltd has taken to prevent modern slavery and human trafficking in our business and supply chains.

This statement is made as part of B.E.S.T Ltd's commitment to eliminating the exploitation of people under the Modern Slavery Act 2015 (the Act). It summarises how B.E.S.T Ltd operates, the policies and processes in place to minimise the possibility of any problems, any risks we have identified and how we monitor them, and how we train our staff.

About us

B.E.S.T Ltd is a multi-award-winning recruitment business, that supplies recruitment services within the education sector. We are committed to eliminating modern slavery, human trafficking, forced labour, and similar human rights abuses. We are proud of our strength in compliance, and we are a member of the Recruitment and Employment Confederation ("REC").

Policies

Our Modern Slavery Policy reflects our commitment to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place in our business and supply chains. The Policy sets out our zero-tolerance approach to modern slavery and human trafficking. Every member of staff is expected to comply with the policy which includes raising any concerns and using the appropriate reporting channels at the earliest possible stage.

We also operate a Whistleblowing Policy that encourages all staff to report any wrongdoing. All reports will be investigated and dealt with by the Managing Director.

All our policies are available to our employees upon request.

Supplier Code of Conduct

We expect our suppliers to agree and adhere to our ethical standards for conducting business. These standards require suppliers to:

- Not hold any person in slavery or servitude or requiring a person to perform any form of forced or compulsory labour;
- Not arrange or facilitate the trafficking of any persons;
- Not purchase materials or services from companies who use involuntary labour or participate in human trafficking;
- Treat and reward employees equally on the basis of the characteristics of their work and the intensity of their effort;
- Provide safe, hygienic, and healthy working environments for their employees;
- Provide, as a minimum, rates of pay at the national minimum wage; and
- Act in accordance with applicable national and regional laws and regulations at all times.

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 to our staff where relevant.

Due Diligence

B.E.S.T. Ltd ensure strict compliance checks are carried for all candidates it supplies. We verify the identity of each worker and their right to work before supply commences.

As part of our commitment to identify and eradicate slavery and human trafficking, we have in place a process to undertake due diligence on our supply chain network to ensure compliance with legislative obligations; the scope and reach of this process will continue in future years.

All B.E.S.T. Ltd employees have access to dedicated channels through which they may voice concerns, either through local reporting mechanisms or through the global whistleblowing procedure. B.E.S.T. Ltd is committed to protecting employees when disclosing malpractice and will ensure that all disclosures made in good faith will be treated confidentially and without fear of retaliation.

Child labour

We require all of our suppliers to adhere to the standards set out by the International Labour Organisation as regards the employment of children and young people. In particular:

- children must not be recruited before they have reached the age of completion of compulsory schooling, and in any case not before the age of 15; and
- those under 18 must not be required to perform hazardous duties.

Compliance

All slavery and human trafficking laws must be complied with including, but not limited to, the UK Modern Slavery Act 2015. 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. We review our policies and procedures on a regular basis to ensure ongoing compliance.

This statement is made pursuant to Section 54 of the Modern Slavery Act 2015 and constitutes B.E.S.T. Ltd's slavery and human trafficking statement for the current financial year.

Signed and approved:

A handwritten signature in cursive script, appearing to read "A. Woodbell", is displayed within a light grey rectangular box.

Managing Director
October 2018