

## **Modern Slavery and Human Trafficking Statement**

### **Introduction**

This statement is made on behalf of the Serocor Group in accordance with the Modern Slavery Act 2015.

### **About Us: Business Structure and Operations**

The Serocor Group includes Serocor Holdings Ltd (CRN 06254182), Serocor Solutions Ltd (CRN 04271351), Advanced Resource Managers Ltd (CRN 05259448), Advanced Resource Managers IT Ltd (CRN 03242420), Advanced Resource Managers Engineering Ltd (CRN 04271358), Hawker Chase Executive Ltd (CRN 04271499), Bloc Digital Talent Ltd (CRN 04271510) and Optamor Ltd (CRN 04271349). Any references to "Serocor", "the Serocor Group", "we", "our" or "us" refers to that Serocor Group company and, where relevant, the other companies within the Serocor Group.

The Serocor Group is an award-winning multidisciplinary recruitment and training consultancy. The Serocor Group provides contingency recruitment, managed services and bespoke talent management solutions within the IT, engineering and business industries. We supply mainstream and niche permanent and contract professionals into diverse industries in the public and private sectors across the UK and EMEA regions.

The Serocor Group has over 100 employees and a global annual turnover which exceeds the current turnover threshold of £36m per annum under the Modern Slavery Act 2015.

The Serocor Group is also a member of the Recruitment and Employment Confederation ("REC").

### **Due Diligence and Supply Chains**

As part of the Serocor Group's responsibilities, we ensure (either ourselves or through contractual obligations imposed on its suppliers or clients) that all workers engaged or employed for its own business purposes or supplied to its clients:

- Have the right to work in the relevant jurisdiction;
- Can choose who to work for;
- Can leave the company (or agency) upon reasonable notice;
- Are provided with suitable contracts for their engagement type, and that those contracts are compliant with local legislation;
- Are treated in a fair and equal manner and with dignity and respect; and
- Receive their full pay entitlement in a timely manner.

In addition, we comply with our statutory and regulatory compliance obligations by imposing resilient internal processes and procedures.

Our supply chain includes the sourcing of candidates for supply into our clients across the UK and EMEA regions. Having a supply chain inevitably increases the potential risk of slavery and human trafficking, therefore the Serocor Group has a preferred supplier list in which suppliers are extensively reviewed and vetted before being allowed to become a supplier.

Supply chain checks and reviews are conducted by our internal Legal, Compliance, Procurement and Sales teams.

The Serocor Group expects suppliers to operate in an ethical, legally-compliant and professional manner and to promote the same high standards within their own supply chains, including maintaining appropriate policies and procedures to recognize, respect and protect the human rights of employees, temporary workers and contractors, suppliers and business partners. As part of a commitment to identify and address risks of modern slavery and human trafficking, we will continue to undertake due diligence to improve compliance throughout our supply chains.

We are fully committed to ensuring transparency within the business and our supply chains and that all possible steps are taken to prevent any form of modern slavery or human trafficking.

### **Anti-Slavery and Human Trafficking Policy**

The Serocor Group has developed an Anti-slavery and Human Trafficking Policy which sets out clear objectives for the business. It reflects our commitment to acting ethically and with integrity in all parts of our business and throughout our supply chains. This policy provides clear lines of communication for reporting any concerns that any form of modern slavery or human trafficking is present in the Serocor Group or its supply chains.

### **Staff Training**

A key part of the Serocor Group's strategy is to deliver training to staff in order to promote a cultural change and to ensure a high level of understanding of the risks of modern slavery and human trafficking.

This training helps staff:

- to identify the signs of slavery and human trafficking within the business and supply chains;
- to assess the risk of slavery and human trafficking;
- to understand the procedure and initial steps that should be taken if slavery or human trafficking is suspected, including how to escalate any potential issues; and
- to understand that there are external trusted partners to share any identified risks and suspected issues, including representative bodies, industry associations or working groups.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the Serocor Group's slavery and human trafficking statement for the financial year ending **28 February 2019**.

Signed: 

Mark Gawthorne  
Chief Financial Officer  
For and on behalf of the Serocor Group