



Company Name:	Vetro Recruitment Ltd and Vetro health Ltd ('the Company')
Document	Policy 57 - Modern Day Slavery
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Introduction

Vetro Recruitment Ltd and Vetro Health Ltd recognise that all businesses have an obligation to prevent slavery and human trafficking and will do all in its power to prevent slavery and human trafficking within its business and within the supply chains through which it operates.

Modern slavery can take many forms including the trafficking of people, forced labour, servitude and slavery. We take our responsibility for supplying staff extremely seriously and are aware of the potential for being targeted by traffickers and unlicensed gangmasters. Our own processes around candidate engagement ensure our employees are alert to the signs of exploitation, in order that we may take the necessary action promptly and effectively should it be identified. Sectors affected include, but are not limited to education, health & social care.

Policy Statement

As a labour provider, we are on the front line of combatting modern slavery. Vetro Recruitment has committed to doing everything within its power to stop slavery and human trafficking in our business and in our supply chains.

Vetro Recruitment has always striven to operate with the highest standards of ethics and responsibility and our approach to stopping modern slavery reflects that. This policy applies to all persons working on our behalf in any capacity.

We are also committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chains, consistent with our disclosure obligations under the Modern Slavery Act 2015. We expect the same high standards from all of our contractors, suppliers and other business partners, and as part of our contracting processes, we include specific prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude,

whether adults or children, and we expect that our suppliers will hold their own suppliers to the same high standards.

Compliance with this policy

- You must ensure that you read, understand and comply with this policy.
- The prevention, detection and reporting of modern slavery in any part of our business or supply chains is the responsibility of all those working for us or under our control. You are required to avoid any activity that might lead to, or suggest, a breach of this policy. Please see Policy 54 “Modern Day Slavery Prevention Guidance” for further information.
- You must notify your manager as soon as possible if you suspect that a breach of this policy has or will occur.
- You are encouraged to raise concerns about any issue or suspicion of modern slavery in any parts of our business or supply chains of any supplier tier at the earliest possible stage.
- If you are unsure about whether a particular act, the treatment of workers more generally, or their working conditions within any tier of our supply chains constitutes any of the various forms of modern slavery, raise it with your manager or through the confidential whistleblowing email - whistleblowing@vrecruitment.co.uk
- For the avoidance of doubt, no fee or cost for recruitment will be charged to workers, directly or indirectly, in whole or in part.
- We aim to encourage openness and will support anyone who raises genuine concerns in good faith under this policy, even if they turn out to be mistaken. We are committed to ensuring no one suffers any detrimental treatment as a result of reporting in good faith their suspicion that modern slavery of whatever form is or may be taking place in any part of our own business or in any of our supply chains. Detrimental treatment includes dismissal, disciplinary action, threats or other unfavourable treatment connected with raising a concern.

Communication and awareness of this policy

Training on this policy, and on the risk, our business faces from modern slavery in its supply chains, forms part of the training process for all individuals who work for us, and regular training will be provided as necessary. We have a dedicated training section for this training on our Social Talent online learning platform.

Our zero-tolerance approach to modern slavery must be communicated to all suppliers, contractors and business partners at the outset of our business relationship with them and reinforced as appropriate thereafter.

Ways to report

The Modern Slavery Helpline and Resource Centre brings us closer to the eradication of modern slavery. It provides victims, the public, statutory agencies and businesses access to information and support on a 24/7 basis.

Phone: 0800 432 0804.

On line: <https://www.modernslaveryhelpline.org/report>

Through the **Helpline:**

- Potential victims are able to speak to fully-trained Helpline Advisors who can help them access relevant services, including Government-funded support through the National Referral Mechanism
- Statutory agencies can call to gain support in dealing with potential victims, and to receive guidance in accessing all the information and tools available through the associated Resource Centre
- Businesses can call for information, advice and also to report any concerns they have about potential instances of modern slavery in their operations
- Members of the public and those delivering services on the front-line can also report any modern slavery suspicions or concerns about individuals, premises or locations

For further information

For access to a range of free guidance including toolkits, a video for workers on avoiding forced labour, workplace posters, induction materials and details of workshops visit [Stronger2gether](#)

Breaches of this policy

Any employee who breaches this policy will face disciplinary action, which could result in dismissal for misconduct or gross misconduct.

We may terminate our relationship with other individuals and organisations working on our behalf if they breach this policy.