



## **Professional Personnel Management Ltd.**

### **MODERN SLAVERY STATEMENT 2022/2023**

Professional Personnel Management Ltd. (PPM) recognises that we have a duty to ensure that modern slavery and human trafficking is not happening in our business or that of any of our clients and supply chains and we fully acknowledge our obligations and responsibilities to the Modern Slavery Act 2015. We maintain long term and close business relationships with our clients and act ethically and with integrity at all times which is essential for our reputation and our continued success.

Modern Slavery includes any form of forced labour, trafficking of people, servitude and slavery and as a supplier of staff resources we recognise this may be a risk in our industry.

This statement focuses on compliance and highlights the steps that we take to ensure there is no slavery or human trafficking within our own organisation or that of any of our clients or supply chains

#### **Our business and structure**

PPM provides effective recruitment solutions to its clients in the supply of professional, skilled and unskilled personnel on permanent, temporary or contract basis in a range of sectors which includes:

- Facilities Management & Support Services
- M&E & Technical Engineering Services
- Horticulture & Land Technology
- Social Housing Repair & Maintenance
- Construction & Civil Engineering
- Senior Appointments

## **Our supply chains**

Our supply chains include, but are not limited to, the sourcing of candidates for our clients, we have reviewed the risks that our supply chains may present and whilst we consider our exposure to modern slavery to be limited, we expect our suppliers and clients to demonstrate a zero tolerance approach to any form of slavery or exploitation. To this end, all new contracts and those renewing, include a clause requiring that any of our suppliers, and their subcontractors, comply with the Modern Slavery Act 2015, and include our right to terminate those contracts in the instance of any breach of their obligations.

## **Due Diligence**

PPM will not trade with any business or organisation which is involved in modern slavery however remotely or indirectly, we will review all of our contracts with our clients and suppliers on a regular basis to ensure that they comply with our policies, procedures and contractual requirements and we have systems and controls to identify potential risks, our Equality, Positive Work Environment, Business Ethics and Anti- bribery and Corporate Social Responsibility policies are all particularly relevant in ensuring that there is no slavery or human trafficking in any part of our business.

All of our employees are treated with respect and our employment policies and practices are designed to ensure that there are fair and transparent processes in place to avoid any form of discrimination or unfair treatment.

We comply with all applicable laws and industry standards on workers wages, working hours and employment practices. We are a member of the Recruitment and Employment Confederation and adhere to the REC Code of Professional Practice.

We have rigorous assessment procedures and all candidates are interviewed personally and strict compliance checks are carried out for all candidates we place, the right to work in the UK is checked and all documentation inspected and copies taken for our records. Our processes ensure that our staff are trained to spot the signs of modern slavery and human trafficking so that we may take the necessary action should this be identified

It is mandatory that all workers have their wages paid into a UK bank account and we have systems in place that can highlight any duplicates and or multiple addresses so that we may investigate any concerns.

## **Training**

We are committed to improving awareness of the practices necessary to combat slavery and human trafficking and we promote to all our employees that this is a global problem that affects us all and have highlighted through induction training and other forums that everyone has a vital role to play in tackling this issue.

All of our staff responsible for the recruitment and sourcing of workers is trained to be aware of the signs of modern slavery and the necessary actions to take in reporting their concerns so that these may be investigated.

On an ongoing basis the responsibility lies with the Managing Director to ensure that training and our understanding of the issues involved in Modern Slavery are kept up to date.

We will ensure that this statement is regularly reviewed and at least annually and that it is communicated to all of our employees.

**This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes PPM Recruitment slavery and human trafficking statement 2022**

**Signed:**

A handwritten signature in black ink, appearing to read 'M. Fogarty', is written over a horizontal line.

**Michael Fogarty**  
**Managing Director**