Modern Slavery Policy 2025

Modern Slavery Policy

Val Wade Recruitment is committed to eliminating modern slavery, human trafficking, forced labour, and similar human rights abuses.

Val Wade Recruitment is committed to ensuring that its staff and any workers it supplies (directly or indirectly) are not subject to behaviour or threats that may amount to modern slavery, human trafficking, forced labour, and similar human rights abuses.

• Val Wade Recruitment provides appropriate training and awareness information for all of its staff.
In particular:

• Our leadership team receive detailed training in identifying and resolving concerns around modern slavery and human trafficking.

• Our recruiters, HR personnel, and/or staff involved in our procurement and supply chains, undertake training courses that include guidance around modern slavery and human trafficking, as well as other wider human rights issues.

• All of our staff receive awareness-raising information around issues involving modern slavery and human trafficking, so that they can bring any concerns they have to the attention of management

• Any staff, workers or other parties are strongly encouraged to report any concerns or suspicions that they might have to Val Wade.

Reports surrounding these issues are taken extremely seriously by the senior leadership team, who are committed to ensuring that all investigations shall be prompt and effective. If our investigations reveal any issues, we are committed to taking appropriate action, including but not limited to:

• Working with the appropriate organisations to improve standards

• Removing that organisation from our preferred supplier list

• Passing details to appropriate law enforcement bodies.

We regularly monitor our risks in this area through the use of relevant key performance indicators, including;

• The percentage of suppliers who sign up to an appropriate code / provide their own modern slavery statement.

• The effectiveness of enforcement against suppliers who breach policies

• The amount of time spent on audits, re-audits, spot checks, and related due diligence, and

• The level of modern slavery training and awareness amongst our staff.

As part of our efforts in this area, we publish a modern slavery statement on an annual basis. We would also recommend reading this in conjunction with our other policies, including our:
• Corporate social responsibility policy.
• Ethical procurement policy.
• Anti-bribery / corruption policy, and
• Whistle-blowing policy.

This policy was adopted on 16.04.2018 after being agreed by the senior leadership team. It is reviewed annually.

This policy applies to all employees, agency workers and suppliers. The success of this Environmental Policy will involve the commitment and support of all stakeholders. Val Wade Recruitment will be responsible for implementing the above objectives, reviewing progress and continuously updating this policy as necessary. The Company will review this policy periodically and publish the results on the Val Wade website - www.valwade.co.uk.