

## Modern Slavery Statement- 2016

This statement is made as part of Armstrong Lloyd Ltd's commitment to eliminating the exploitation of people under the Modern Slavery Act 2015 (the Act). It summarises how Armstrong Lloyd 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.

This statement is published in accordance with section 54 of the Act, and relates to the financial year June 2016 to June 2017. It was approved by the board of directors on 1<sup>st</sup> November 2016.

Karen Lloyd

Director

### **1 Our Business**

Armstrong Lloyd Ltd is a limited company operating in the recruitment sector. We provide permanent and fixed term recruitment provider in the marketing sector.

Armstrong Lloyd Ltd is an independent business.

#### **1.1 Who we work with**

All of the hirers that we work with, and all of the work-seekers we provide, are known to and identified by our staff. Some of these work-seekers operate through their own limited companies. We do not supply work-seekers to hiring companies through any intermediaries.

#### **1.2 Other relationships**

As part of our business, we also work with the following organisations:

- the Recruitment and Employment Confederation ([www.rec.uk.com](http://www.rec.uk.com)) [and/or] the Institute of Recruitment Professionals ([www.rec-irp.uk.com](http://www.rec-irp.uk.com))

### **2 Our Policies**

Armstrong Lloyd Ltd has a modern slavery policy available on written request.

In addition, Armstrong Lloyd Ltd has the following policies which incorporate ethical standards for our staff.

- Equality and Diversity Policy
- Bribery and Corruption Policy
- Health and Safety Policy
- Conflict of Interest Policy

#### **2.1 Policy development and review**

Armstrong Lloyd's policies are established by our directors, based on advice from HR professionals, industry best practice and legal advice, and in consultation with the REC. We review our policies on a regular basis, or as needed to adapt to changes.

### 3 Our Processes for Managing Risk

In order to assess the risk of modern slavery, we use the following processes with our suppliers:

- We review the potential for risk at regular intervals, including the possibility of re-auditing a supplier or conducting spot checks.

After due consideration, we have not identified any significant risks of modern slavery, forced labour, or human trafficking in our supply chain. However, we continue to be alert to the potential for problems.

Additionally, we have taken the following steps to minimise the possibility of any problems:

[Choose one or more of the following options:] [see Note *Error! Reference source not found.*]

- We reserve the right to conduct spot-checks of the businesses who supply us, in order to investigate any complaints.
- We require the businesses we work with to publish a modern slavery statement.
- We collaborate with our suppliers in order to improve standards and transparency across our supply chain.

Our staff are encouraged to bring any concerns they have to the attention of management.

### 4 Our Performance

As part of monitoring the performance of Armstrong Lloyd Ltd, we track general key performance indicators.

Based on the potential risks we have identified, we have also established the following key performance indicators, which are regularly assessed by our board:

- the percentage of suppliers who sign up to an appropriate code / provide their own modern slavery statements

We carefully consider our indicators in order to ensure that we do not put undue pressure on our suppliers that might increase the potential for risk.

### 5 Our Training

All of our staff receive training and support that is appropriate to their role. In particular:

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.

As part of this, our staff are encouraged to discuss any concerns that they have. [see Note *Error! Reference source not found.*]

Training is refreshed regularly.