

**job&talent**

# Modern Slavery & Human Trafficking Statement

2023/2024



# About our Business

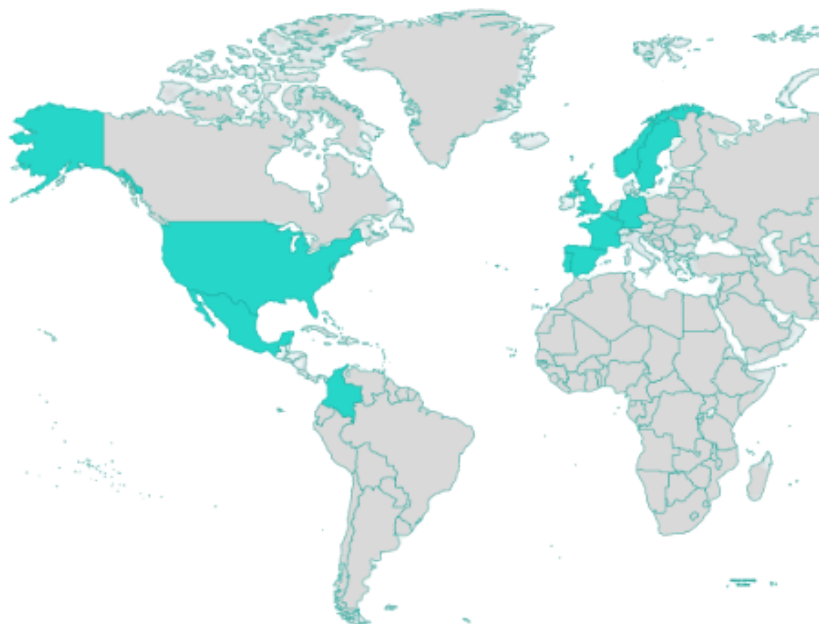
Jobandtalent UK Ltd incorporates Jobandtalent WorksLtd, Single Resource Ltd, Extra Personnel Ltd and all trading subsidiaries (Extra Aviation, ep professional and Extra Drivers) and Extra Automotive Ltd.

Founded in 2009 by Felipe Navio and Juan Urdiales and based in Madrid, Spain, Job&Talent is the world's leading digital temp staffing agency. Our on-demand staffing marketplace aims to make the labour market much more fluid and accessible by tearing down all the barriers to job search and hiring.

At the heart of our platform is our proprietary job matching technology developed by an elite of team of engineers and data scientists, which matches businesses and jobseekers in record time. Together with in-app messaging, scheduling, contract-signing and payroll, Job&Talent radically reduces the time to hire while enhancing and elevating the process for all parties.

Job&Talent has a global presence, currently operating from 11 countries; UK, USA, Spain, Germany, France, Belgium, Portugal, Sweden, Norway, Colombia and Mexico.

Job&Talent is the UK leader in digital staffing, with +35,000 workers staffed during 2022 across +500 partners. Our network of branches combined with our in-house product drive high client satisfaction



In the UK, Jobandtalent operates from over 300 locations, and we supply to a number of key clients throughout the logistics, warehousing, and production sectors, such as:

**Greencore**



**dpd**

**BAKKAVÖR**

**Sainsbury's**

**KETTLE**produce ltd

**amazon**



# Exposure to Modern Slavery

Due to the nature of our business, we understand that the risk of modern slavery and exploitation within our supply chain is high, particularly within the food sector, and as such, we pride ourselves on the measures which we have in place to prevent such cases where possible, and to safely and efficiently deal with any cases that we identify.

Our commitments are detailed within this statement, as well as within our Forced Labour and Ethical Policy, and our Investigating Modern Slavery and Exploitation Procedure, which are reviewed at least annually.

# Due Diligence Processes

We understand that our biggest exposure to Modern Slavery is within the recruitment process and so due diligence is expected from the first point of contact with our candidates.

## **Red Flag Report**

Upon registering with Job&Talent, candidates are asked a series of questions relating to how they found their job, whether they had to pay anyone, whether anyone else has access to the right to work documents, or bank cards etc. and any concerning answers form our weekly red flag report. The report is sent to the relevant Ops teams, whose responsibility it is to arrange to speak to all workers on the report, and to conduct full welfare interviews where required. Throughout 2023, our teams investigated 567 cases via our red flag report.

## **Dual Address Report**

On a weekly basis, the Compliance team runs our Dual Address Report, which highlights any addresses where 3 or more workers are registered. Letters are sent to relevant local Councils, informing them of the number of occupants (no personal details are shared), and internal investigations are conducted where required. Throughout 2023, we sent 82 letters to local Councils, notifying them of potential unlicensed Houses of Multiple Occupancy.

# Due Diligence Processes Cont.

## 2nd Tier Labour Providers

In 2023, we strengthened our approval process for 2nd tier labour providers, as we recognise the potential risks involved when additional steps are added into the supply chain. We ask in depth questions relating to recruitment practices, health and safety, worker rights, pay and deductions etc, and require evidence of policies, memberships and documents. We also search for news articles and tribunal cases to ensure the information provided is reflective of the actual experience of their workers. Where we have any concerns, we will ask additional questions and request additional evidence, but supply will not be authorised until we are fully satisfied that there are no unethical or unlawful practices taking place. As part of the updated process, we implemented a training module for senior managers, and only those managers who have completed the training and understand the potential risks may request a new 2nd tier arrangement, and all arrangements must be approved by a commercial director.

All 2nd tier suppliers are audited remotely at least annually to ensure that they have continued to meet the established standards, and our internal site audits include welfare interviews with 2nd tier workers if there are any in place at that site.

If a supplier's practices are found to be unsatisfactory or non-compliant, we will arrange a full audit inspection and address the outcome on a case by case basis, seeking external advice where appropriate. When required, we will collaborate with the 2nd tier agency to facilitate improvements in their supply standards to meet expectations.

## Plans throughout 2024

Our Product team are currently in the final stages of developing dashboards to highlight duplicate bank accounts and duplicate contact numbers. The dashboards will replace our current data queries, and help us to spot duplicates more efficiently. Once launched, we will introduce similar processes to that of our dual address report, whereby dashboards will be shared with relevant members of our Ops teams for them to assess and investigate each case. We aim to launch the new dashboards in Q1.

Our Product team are also developing dashboard which will highlight any workers who have not provided emergency contact details, in order for us to ensure that the correct information is gained. Whilst missing emergency contact details may not necessarily be an indicator of modern slavery or exploitation, the lack of such details may have an impact on the welfare of our workers. We aim to launch this in Q1 also.



# Training & Awareness

We understand the importance of ensuring that all members of staff are equipped with the knowledge to allow them to deal with any modern slavery concerns safely and efficiently. As such, we have developed our own bespoke training modules, which are mandatory for all members of staff, to complete. We understand that the likelihood of being faced with a modern slavery case, and the level of involvement required by us, will vary depending on job roles, and as such, we have developed three different courses to meet requirements.

Our basic training is a self-led, online module, tailored towards our non-operational teams, such as Payroll, Marketing etc. They have no, or extremely limited contact with our workers, however we still wish to ensure they have the knowledge to handle any concerning situations properly.

Our advanced training is a self-led, online module, tailored towards our Operational teams, who deal with our workers on a daily basis. The course focuses on spotting alert flags, conducting welfare interviews, reporting mechanisms, and worker options etc.

Throughout 2024, we are continuing with our project of assigning and training a Modern Slavery Champion (MSC), per site/branch. The MSC is the point of contact on site for all modern slavery related matters i.e. the person responsible for advising their team (in line with Compliance training), the person responsible for collating information to report to Compliance, and an approachable figure for both staff and workers to report any concerns to. Our MSC training is a trainer-led, interactive workshop, requiring participation from all attendees. The workshop is followed up by a series of tasks, which must be completed and assessed by Compliance, before a member of staff can be assigned a branch/site's MSC. Throughout 2023, we have trained 18 MSCs, and by the end of Q1 of 2024, we will have trained an additional 30.

Our training is reviewed and reassigned on an annual basis, or in line with any changes.

As well as our training modules, we also send out regular communications to the business regarding current trends, recent cases (anonymised) which were handled well, and updates from relevant bodies such as the Gangmasters and Labour Abuse Authority (GLAA) and StrongerTogether etc.

# Training & Awareness Cont.

As well as providing training and information to our members of staff, we value the importance of ensuring that our workers are informed, and aware of their rights whilst working in the UK. It is a common occurrence that victims of modern slavery or exploitation are unaware of their rights, or the help that is available, and therefore they accept they accept the misinformation and the mistreatment of their exploiters. We hope to prevent this within our supply chain, by empowering our workers through knowledge.

Upon registering with Job&Talent, candidates receive our welcome email, which contains our J&T Worker Rights video, and our J&T Modern Slavery video.

Our J&T Worker Rights video contains information on workers' entitlements whilst working in the UK, such as the right to be paid at a rate of at least the National Minimum Wage, the right to opt in or out of the 48 hour working week, the right to receive fully itemised payslips, and the right to take sick leave etc. The video also provides information on where to seek further help externally, should they wish to do so, for example by downloading the Just Good Work app.

Our J&T Modern Slavery video contains information on a number of common alert flags, which could suggest that someone is a victim of modern slavery, such as not having access to their right to work documents, or bank cards, having their finances and/or movements controlled, or being forced to live in unsuitable accommodation which may be overcrowded, damp, dirty, and lacking access to hot and cold running water etc. The video provides contact details, and encourages workers to contact us should they have any concerns, however it also provides contact details for external organisations who can help, should they prefer to speak to them instead.

Throughout the course of their engagement with Job&Talent, we regularly send communications to our workers on a variety of topics, including modern slavery and exploitation, which they may find useful. For example, last year we shared details of StrongerTogether's SOS Hand Signals scheme, which encourages people to recognise a certain hand signal as an indicator that the individual requires assistance, as well as the GLAA's latest Worker Rights poster, which provides lots of useful information relating to pay and working hours etc. in a variety of languages.

# Other Initiatives



Towards the end of 2023, for Modern Slavery Day, Job&Talent organised a raffle to raise funds for The Snowdrop Project, a Sheffield based charity that provides long-term support to survivors of modern slavery and exploitation. In February 2024, members of Job&Talent's Compliance team will be volunteering alongside The Snowdrop Project, to help renovate homes to be provided to the individual's whom Snowdrop supports. Plans are already under way for Modern Slavery Day 2024, where Job&Talent plans to support another small charity, doing important work to support victims of modern slavery.

We continue to collaborate with our clients on initiatives to share intelligence, or increase awareness. We have recently created and delivered a modern slavery presentation to workers at one of our key clients, and continue to share intelligence with other key clients, to help identify areas for concern.

# Declaration

This statement has been made in accordance with the reporting requirements of Clause 54, Part 6 of the UK Modern Slavery Act for the year ending 31st December 2023.

This Statement was approved by:

Andrew Small  
UK Country Manager