

# Modern Slavery Statement



This statement is made as part of RIG Healthcare's commitment to eliminating the exploitation of people under the Modern Slavery Act 2015 (the Act). It summarises how RIG Healthcare 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 July 2017 to June 2018 It was approved by the board of directors on 21st August 2018.

Odette Armitage  
Operations Director

## 1 Our Business

RIG Healthcare is a limited company operating in the recruitment sector. We provide introduction services and supply temporary workers in the Healthcare sector.

RIG Healthcare is part of the wider CPL Resources Plc group.

### *Who we work with*

All the hirers that we work with, and all of the work-seekers we provide, are known to and identified by our staff. All the temporary workers we supply are identified by our staff. Some of these work-seekers operate through their own limited companies.

### 1.1 *Other relationships*

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

- sector-specific professional and regulatory bodies
- sector-specific industry bodies
- the Recruitment and Employment Confederation ([www.rec.uk.com](http://www.rec.uk.com))

## Our Policies

RIG Healthcare has a modern slavery policy.

In addition, RIG Healthcare has the following policies which incorporate ethical standards for our staff and our suppliers.

- Corporate social responsibility policy,
- Anti-bribery policy, and
- Whistle-blowing policy.

## **1.2 Policy development and review**

RIG Healthcare's policies are established by our directors, based on advice from HR professionals, industry best practice and legal advice. We review our policies on a regular basis, or as needed to adapt to changes.

## **2 Our Processes for Managing Risk**

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

- When engaging with suppliers, we ask for evidence of their processes and policies, including commitments around modern slavery, human trafficking, forced labour, human rights, and whistle-blowing.

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:

- We require the businesses we work with to address modern slavery concerns in their policies / publish a modern slavery statement.
- We collaborate with our suppliers in order to improve standards and transparency across our supply chain.
- Only senior members of staff who have undergone appropriate training for assessing modern slavery risks in the supply chain are authorised to sign contracts and establish commercial relationships in any area where we have identified the potential for risk.

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

## **3 Our Performance**

As part of monitoring the performance of RIG Healthcare we track the following general key performance indicators:

- the percentage of suppliers who sign up to an appropriate code / provide their own modern slavery statements
- the percentage of candidates supplied from audited businesses / our preferred supplier list

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.

## **4 Our Training**

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

- Our senior supply chain managers receive detailed training in identifying and resolving concerns around modern slavery and human trafficking.

As part of this, our staff are encouraged to discuss any concerns that they have.

Training is refreshed regularly.