

MAK Jobs recognises the vital importance of tackling Modern Slavery and Human trafficking (slavery, servitude, forced labour and human trafficking). MAK Jobs acts to achieve the highest ethical standards and to prevent and identify modern slavery and human trafficking within its businesses and supply chains.

MAK Jobs are committed to working alongside any organisation which will support in the overall aim of reducing modern slavery within our supply chain and across the UK.

Exposure to Modern Slavery

We have considered the exposure of MAK Jobs to modern slavery risks, considering:

- Labour requirements for end users are volatile with staffing requirements increasing suddenly without prior notice.
- Recruitment of low skilled labour with potentially limited or no English speaking.
- Requirements to increase our supply chain can occur in peak times.

As a result of the factors above we consider the risk of modern slavery occurring within our supply chain population to be high.

Policies and Procedures

The prevention of exploitation with a zero-tolerance approach is embedded in our culture. Our responsibilities of everyone within the business to identify and report any suspicions of potential cases of exploitation. All reports are fully investigated, and appropriate remedial actions taken by individuals specifically trained to assess and manage such cases.

Collaborative processes are developed and implemented alongside our clients where possible to strengthen our ability to identify and prevent potential cases of modern slavery.

Due Diligence and audits

We understand that our biggest exposure to Modern Slavery is within the recruitment process and undertake to raise awareness within the business in order to identify any potential situations from the first instance.

Due diligence is expected from the first point of contact with our candidates, throughout the whole recruitment and selection process and throughout the workers employment within the business.

Reports are monitored to identify houses of multiple occupancy, dual bank accounts and mobile numbers, all workers listed on the dual address report receive the 'Stronger Together Private Home Rental Guidance' and the relevant contact details should they require further advice. In conjunction to this we liaise with local councils to investigate all accommodation.

MAK Jobs continually assessing the risks of any form of modern slavery taking place within our operations and implement processes and policies to try to minimise these risks, we are able to support the relevant government authorities in reporting any identified situations, and as such protect our business, our clients businesses and first and foremost, our workers.

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 31 December 2020.