



Modern slavery and human trafficking Statement

This statement is made as part of Permanent Future's [*hereon in referred to as Futures*] commitment to eliminating the exploitation of people under the Modern Slavery Act 2015 (the Act). It summarises how Futures 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 made pursuant to Section 54 of the Modern Slavery Act 2015 and constitutes Futures slavery and human trafficking statement in respect of its 2018 financial year.

Our Business

Futures is a limited company operating in the recruitment sector. Futures offers complete interim and permanent recruitment solutions in the private and public sector. Core areas of expertise include Education, Public Sector, Manufacturing and Food & Drink.

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. All of the temporary workers we supply are identified by our staff. The hiring companies that we work with are located across the UK.

Other relationships

The Recruitment and Employment Confederation (www.rec.uk.com)

Our Policies

Futures has a modern slavery policy. In addition, Futures has the following policies which incorporate ethical standards for staff and suppliers.

- Environmental and Sustainable Development
- Equal Opportunities and Positive working environment
- Social Value
- Whistleblowing
- Safer Recruitment

Policy development and review

Future's policies are established by our directors based on advice from professionals, industry best practice and legal advice, and in consultation with other stakeholders. We review our policies annually or as needed to adapt to changes.

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.

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

- We reserve the right to conduct spot-checks of the businesses who supply us, in order to investigate any complaints
- We collaborate with our suppliers in order to improve standards and transparency across our supply chain
- We ensure that all of our suppliers are members of appropriate industry bodies and working groups.

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

Our Performance

As part of monitoring the performance of Futures 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 effectiveness of enforcement against suppliers who breach policies
- The amount of time spent on audits, re-audits, spot checks, and related due diligence
- The level of modern slavery training and awareness amongst our staff.

Our Training

Staff receive training and support that is appropriate to their role. 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 with their line manager. Training is refreshed regularly.