



Modern Slavery Policy & Statement

Company Name	Mayday Employment Ltd
Policy No.	005
Reviewed:	7 th March 2024
Next Review:	Annually
Version:	3

1. Mayday Employment Ltd is committed to eliminating modern slavery, human trafficking, forced labour, and similar human rights abuses.
2. Mayday Employment Ltd is committed to ensuring that its staff and any workers it supplies (directly or indirectly) are not subject to behaviour or threats that may amount to modern slavery, human trafficking, forced labour, and similar human rights abuses.
3. Mayday Employment Ltd provides appropriate training and awareness information for its entire staff.

All of our staff receives 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.

4. Any staff, workers or other parties are strongly encouraged to report any concerns or suspicions that they might have to Carla Campion, HR Director.
5. Reports surrounding these issues are taken extremely seriously by senior leadership team, who are committed to ensuring that all investigations shall be prompt and effective. If our investigations reveal any issues, we are committed to taking appropriate action, including but not limited to:
 - Working with the appropriate organisations to improve standards,
 - Removing that organisation from our preferred supplier list,
 - Passing details to appropriate law enforcement bodies.
6. We regularly monitor our risks in this area through the use of relevant key performance indicators, including:
 - The percentage of workers supplied from audited businesses / our preferred supplier list,

- The effectiveness of enforcement against suppliers who breach policies,
 - The amount of time spent on audits, re-audits, spot checks, and related due diligence, and
 - The level of modern slavery training and awareness amongst our staff.
7. As part of our efforts in this area, we publish a modern slavery statement on an annual basis.
8. We would also recommend reading this in conjunction with our other policies, including our:
- Anti-bribery / corruption policy, and
 - Whistle-blowing policy.

This policy was adopted on 01/08/2017 after being agreed by our senior leadership team. It is reviewed annually and amended accordingly.

Mayday Employment Ltd - Modern Slavery Statement

This statement is made as part of Mayday Employment Ltd's commitment to eliminating the exploitation of people under the Modern Slavery Act 2015 (the Act). It summarises how Mayday Employment 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 April 2024 to March 2023. It was approved by the board of directors on 7/03/24.

Carla Campion
HR Director

1 Our Business

Mayday Employment Ltd is a limited company operating in the recruitment sector. We provide introduction services and supply temporary workers in the Industrial, Logistics, Commercial and Hospitality sectors.

Mayday Employment 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. All of the temporary workers we supply are identified by our staff.

The hiring companies that we work with are located in Oxfordshire, Northamptonshire and Warwickshire. The work-seekers and workers we supply live in Oxfordshire, Northamptonshire and Warwickshire.

1.2 Other relationships

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

- GLAA – Gangmasters and Labour Abuse Authority

- REC – Recruitment and Employment Confederation

2 Our Policies

Mayday Employment Ltd has a modern slavery policy.

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

- Environmental Policy
- Complaints Policy and Procedure
- Equal Opportunities & Diversity policy
- Health and Safety Policy
- Whistleblowing Policy
- Anti-Bribery & Corruption Policy
- Alcohol and Drugs in the workplace Policy
- Data Protection Policy

2.1 Policy development and review

Mayday Employment Ltd's policies are established by our senior leadership team, based on advice from HR professionals, industry best practice and legal advice, and in consultation with stakeholders. We review our policies annually, 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:

- 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.
- We work with GLAA and REC in order to combat the risk of modern slavery and human trafficking.

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 Mayday Employment Ltd, we track the following general key performance indicators:

- Shared addresses
- Bank account verification
- Behaviour

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

- 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

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:

- Our leadership team receive detailed training in identifying and resolving concerns around modern slavery and human trafficking.
- Our recruiters undertake training courses that include guidance around modern slavery and human trafficking, as well as other wider human rights issues.
- 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.

Training is refreshed regularly.