

This statement is made as part of Quest Employment's commitment to eliminating the exploitation of people under the Modern Slavery Act 2015 (the Act). It summarises how Quest Employment 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 2025. It was approved by the board of directors on as signed below.

1. Our Business

Quest Employment is a limited company operating in the recruitment sector. We provide introduction services & supply temporary workers in to the temporary and permanent sectors with in Food & Agricultural, Warehousing, Technical & Commercial areas.

Quest Employment 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.

1.2. Other relationships

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

- Recruitment Employment Confederation
- Gangmasters Licensing Authority
- Association of Labour Providers
- Stronger Together

2. Our Policies

Quest Employment has a modern slavery policy available at [Quest Employment Website](#).

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

- Ethical Conduct Protection Policy – Located at [Quest Employment Website](#) .
- Corporate Social Responsibility – Located at [Quest Employment Website](#) .
- Equal Opportunities And Diversity Policy – Located at [Quest Employment Website](#) .
- Child Labour Policy – Located at [Quest Employment Website](#) .
- Anti-Bribery Policy – Located at [Quest Employment Website](#) .
- Whistle-Blowing Procedure – Located at [Quest Employment Website](#) .
- Recruitment, Selection and Vetting Policy – available when requested.

Policy development and review

Quest Employment's policies are established by the compliance team Jim Bluck – Commercial Director & Nik Pagan – Snr Manager, based on advice from HR professionals, industry best practice and legal advice. 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:

- 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.
- We conduct audits before entering into a commercial relationship with any business where there is the potential for risk. These audited businesses form the basis of our preferred supplier list.

- We review the potential for risk at regular intervals, including the possibility of re-auditing a supplier or conducting spot checks.
- Thorough interviews of our workforce, including questioning on any monies exchanged for the sourcing of accommodation, bank accounts and introductions to work.

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 reserve the right to conduct spot-checks of the businesses who supply us, in order to investigate any complaints.
- We require the businesses we work with to abide by our code of supplier conduct / address modern slavery concerns in their policies / publish a modern slavery statement where applicable.
- 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 ensure that all of our suppliers are members of appropriate industry bodies and working groups.
- We work with the Recruitment Employment Confederation, Gangmasters Licensing Authority, Association of Labour Providers and Stronger Together 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 Quest Employment, we track the following key performance indicators (KPIs) to ensure operational efficiency and compliance:

- **In-House Audits**

Regular audits conducted by our Internal Auditor, Branch Managers, and Directors provide a proactive approach to identifying emerging patterns early. This ensures timely interventions and maintains high standards across our operations.

- **Training on Modern Slavery and Human Trafficking**

We prioritise the internal and external training of our staff on Modern Slavery and Human Trafficking. This keeps our team well-informed about current trends and challenges in the market, reinforcing our commitment to ethical practices.

- **Employee Address and Postcode Duplication Monitoring**

By analysing address and postcode duplication across our business, we can identify and address potential impacts promptly, safeguarding our workforce and maintaining integrity.

- **Employee Bank Account Details Review**

Routine checks for duplication of employee bank account details enable us to detect and mitigate potential risks across the organisation effectively.

These KPIs allow us to maintain rigorous standards, foster transparency, and uphold our commitment to ethical and efficient business practices.

5. Our Training

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

- Our compliance Team receive detailed training in identifying and resolving concerns around modern slavery and human trafficking.
- 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 annually / quarterly / regularly as detailed below.

- Compliance Team – attend multiple Stronger Together training workshops, forums & webinars as required annually.
- Compliance Team – attend The Association of Labour Providers webinars / workshops as required throughout the year.
- Internal staff – all internal staff are introduced to MDS awareness training as part of their induction to working for Quest Employment.
- Internal staff – attend quarterly forums & refresher MDS awareness training.

This document is effective from:

31st January 2025

This document is approved by:

Jim Bluck, Commercial Director



For questions or queries about this document, contact: Jim.Bluck@questemployment.co.uk