

Walsons UK Ltd: Modern Slavery Statement

This statement focuses specifically on Walsons UK Ltd. compliance with the Modern Slavery Act 2015 and highlights the steps we take to ensure there is no slavery or human trafficking occurring within the organization or its supply chain.

Introduction

Modern slavery is a global issue which can affect any business in any sector.

At Walsons UK Ltd., we believe that all businesses have an obligation to prevent slavery and human trafficking and we are doing the best practices to prevent slavery and human trafficking within our business and we expect the same high standards from our supply chains through which we operate.

Our aim is to be a trusted employer, supplier, client and partner, we recognize people should be treated with dignity and respect and we understand the responsibility in acting with integrity and all our business relationships

We believe employment should be chosen. There must be no forced, bonded or involuntary labour.

Company structure

Walsons UK Ltd. is a part of The Walsons Group (Est.1996) empowering 45,000 employees globally, with a dedicated focus on building out a strong essential services platform.

We believe that the right job can transform a person's life and the right person can transform an organization. With a mission to create value for our clients by being a trusted partner, we connect our domain knowledge and expertise in recruitment to client's needs, thereby offering best in class solutions in healthcare staffing.

Led by the collective skill and experience of over six decades of seasoned specialists, we bring to our client's expertise in recruiting qualified, professional and skilled healthcare professionals, operating across private and public sectors.

Our supply chain

As a provider of recruitment services we consider our supply chain to be relatively simple, not limited to sourcing candidates for clients. We expect our suppliers and potential suppliers to aim for high ethical standards, to operate in a legally-compliant and professional manner and to promote similar standards in their own supply chain.

Our policy on Modern Slavery and Human Trafficking

This policy explains the work we have completed to combat modern slavery within our business and the steps we are committed to take to reduce the risk of this abhorrent crime occurring within our business and supply chain, this includes but is not limited to:

- We comply with all slavery and human trafficking laws with including, but not limited to, the UK Modern Slavery Act 2015;
- We have in place a policy recognizing, protecting and respecting the human rights of our employees, those of our suppliers and business partners;

- Our Modern Slavery policy was published in our Employee Hub and is available to all our employees;
- Employees can choose to leave the company upon providing reasonable notice;
- All employees are provided with a contract of employment, which complies with UK legislation;
- All employees are treated in a fair and equal manner and with dignity and respect, and everybody has access to voice concerns, either through company reporting or through the global whistleblowing procedure;
- We have advised employees on how they can report any concerns they may have associated with Modern Slavery and reminded all employees of our whistleblowing helpline if they wish to make a report;
- Walsons UK Ltd. is committed to protecting employees when disclosing malpractice and will ensure that all disclosures are made in good faith and will be treated confidentially and without fear of retaliation;
- Any form of discrimination is prohibited;
- We comply with all the applicable laws and industry standards: on employee wages, benefits, working hours or minimum age;
- We ensure strict right to work compliance checks for all our candidates, workers and applicants;
- We have in place a process to undertake due diligence on our supply chain network to ensure compliance with legislative obligations;
- No young person is employed below the age of 16;
- We are expecting our suppliers to ensure their business operations are free from slavery and human trafficking practices, to have in place a policy recognising, protecting and respecting the human rights of their employees, suppliers and business partners and to comply with all laws, act with integrity and honestly whether in the UK or elsewhere, both internally and within their supply chains and other external business relationships;
- We have undertaken to review our policies and procedures to ensure everybody who operates with us have access to any additional information and support they may require with regard to human trafficking, forced labour, servitude and slavery;
- We are committed to continually improving our practices to combat slavery and human trafficking and to encourage the same high standards from our supply chain and other business partners;
- A training module on modern slavery and human trafficking are also available to all employees.