

## **Modern Slavery and Human Trafficking Statement**

### **Introduction**

Gershon Resourcing recognises the problem of modern slavery and human trafficking and entirely deplores this practice. As an organisation responsible for placing large numbers of candidates into interim and permanent roles, we are fully aware of the need for fair treatment of all, as reflected in our equal opportunities and diversity policies. We supplement that with this commitment to avoiding any potential for slavery and human trafficking in our business activities.

### **Our business**

The business activities of Gershon Resourcing are the sourcing and placement of candidates into client organisations, predominantly in the UK public sector, on either a temporary/interim basis or a permanent basis. The vast majority of our candidates are professionally qualified individuals.

We are regularly approached by candidates seeking roles, who typically work for PAYE umbrella companies or limited companies of which they are shareholders and directors. All umbrella companies are fully vetted by us prior to placing any candidates to ensure that they operate in line with UK legislation. All of our candidates voluntarily apply for roles and, in line with the Employment Agencies and Employment Businesses Regulations 2003, we only represent candidates who have given their permission for us to do so.

We obtain and store copies of passports for all candidates, and where they are not EU citizens we verify their right to work using official documentation such as a visa, biometric residence permit or by checking their status with the Home Office.

### **Our suppliers**

Other than the umbrella companies and candidates' limited companies, we have a limited range of suppliers relating to the day to day operation of the business. We work with professional firms and, to the best of our knowledge, there is no modern slavery or human trafficking amongst these suppliers. In the event of entering into any significant sub-contracting with suppliers, we will take steps to review any slavery and human trafficking policies of the appropriate supplier.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Gershon Resourcing's modern slavery and human trafficking statement for the current financial year.