

Modern Slavery Policy

1. Prospectus is committed to eliminating modern slavery, human trafficking, forced labour, and similar human rights abuses.
2. Prospectus 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. Prospectus provides appropriate training and awareness information to all staff and workers. In particular:
 - Our Directors and Senior Managers receive training in identifying and resolving concerns around modern slavery and human trafficking.
 - Our HR Team and staff involved in procurement and supply chains undertake training 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.
 - All our temporary workers 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 their consultant.
4. Any staff, workers or other parties are strongly encouraged to report any concerns or suspicions that they might have to a Senior Manager at Prospectus and/or the Director of Talent.
5. Reports surrounding these issues are taken extremely seriously by the Directors 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 an 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 suppliers who sign up to an appropriate code / provide their own modern slavery statements,
 - The level of modern slavery training and awareness amongst our staff and workers.
7. As part of our efforts in this area, we publish a modern slavery statement on an annual basis.

This policy will be reviewed yearly, or when a relevant legislation change takes place, whichever is earlier.

Modern Slavery Statement

This statement is made as part of Prospectus's commitment to eliminating the exploitation of people under the Modern Slavery Act 2015 (the Act). It summarises how Prospectus operates, the policies and processes in place to minimise the possibility of any problems, any risks we have identified, how we monitor them, and how we train our staff.

Our Business

Prospectus is a private limited company operating in the recruitment sector. We provide introduction services and supply temporary workers to the beyond profit sector. Prospectus is an independent business.

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. Some of these work-seekers operate through their own limited companies.

As a "neutral vendor", we sometimes work with other businesses to supply workers to hiring companies. All of the workers we supply are hired directly by other businesses, and we facilitate supplying them to the hiring companies.

The hiring companies that we work with are located in the UK. The work-seekers we supply live in the UK.

Other relationships

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

- the Recruitment and Employment Confederation (www.rec.uk.com)

Our Policies

Prospectus Ltd has a modern slavery policy which is set out above. In addition, Prospectus has the following policies which incorporate ethical standards for our staff and our suppliers.

- Good Supplier Agreement
- Equality & Diversity Policy
- Anti-Bribery Policy

Policy development and review

Prospectus's policies are established by our Directors, based on advice from HR professionals, industry best practice via the Recruitment and Employment Confederation and legal advice. 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:

- 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.

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 Good Supplier Agreement.
- 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 collaborate with our suppliers in order to improve standards and transparency across our supply chain.

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

Our Performance

As part of monitoring the performance of Prospectus, we track the following general key performance indicators, which are regularly assessed by our Directors:

- The percentage of suppliers who sign up to an appropriate code and/or provide their own modern slavery statements,
- The level of compliance and transparency we have established in our supply chain.
- The level of modern slavery training and awareness amongst our staff and workers.
- The speed at which we investigate related complaints, and the effectiveness of any whistle-blowing procedures

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.

Our Training

Our staff receive training and support that is appropriate to their role. In particular:

- Our Directors and Senior Managers receive training in identifying and resolving concerns around modern slavery and human trafficking.
- Our HR team and staff involved in our procurement and supply chains 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.
- All our temporary workers 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 their consultant.

As part of this, our staff are encouraged to discuss any concerns that they have with their manager or the Director of Talent. Training is refreshed annually or as needs require.

This statement is published in accordance with section 54 of the Act, and relates to the financial year April 2018 to March 2019.

On behalf of the Board of Directors.

Peter Beeby
Deputy CEO