



MODERN SLAVERY STATEMENT 2019

Modern Slavery and Human Trafficking Statement

Adkins and Cheurfi Recruitment Ltd are 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 or similar human rights abuses.

We are also committed to ensuring our approach to tackling modern slavery in our own business and throughout our supply chains is consistent with our disclosure obligations under the Modern Slavery Act 2015. We all have a responsibility to be alert to the risks, however small, in our business and in the wider supply chain.

This statement sets out Adkins and Cheurfi actions to understand all potential modern slavery risks related to the business and to ensure steps are maintained to prevent both slavery and human trafficking.

Our Business

Adkins and Cheurfi is a specialist recruitment consultancy, supplying catering, cleaning and hospitality staff. We supply temporary and permanent staff to businesses across the private and public sector with job roles including but not limited to chefs, kitchen assistants and bar and waiting staff.

Our Policies

Adkins and Cheurfi's Modern Slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships.

Our Processes for Managing Risk

In order to assess the risk of modern slavery, we use the following processes:

- Identify and assess potential risk areas when considering taking on new suppliers and regularly review our existing supply chains
- Review the potential for risk at regular intervals, including the possibility of reauditing a supplier or conducting spot checks.
- Protect whistle blowers.
- Ensuring appropriate checking and vetting procedures are carried out at interview stage.
- Ensure thorough referencing of all staff.

After due consideration, we have not identified any significant risks of modern slavery, forced labour, or human trafficking in our pool of staff. However, we continue to be alert to the potential for problems.

Training

To maintain awareness and ensure a high level of understanding of the risks of modern slavery and human trafficking in our business our Modern Slavery Policy is included in our Employee Handbook.

We provide training to all members of staff and this has been incorporated into our induction programme.

Our Commitment

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Adkins and Cheurfi's slavery and human trafficking statement for the period 2018/19. It has been approved by both Managing Directors, Dean Adkins and Melika Cheurfi who will review and update it annually.