

Modern Slavery Statement



This statement is made as part of RIG Locums' commitment to eliminating the exploitation of people under the Modern Slavery Act 2015 (the Act). It summarises how RIG Locums 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 July 2018 to June 2019. It was approved by the board of directors on 30th September 2019.

A handwritten signature in black ink, appearing to be 'A Khan', is positioned above the name of the CEO.

A Khan, CEO

Our Business

RIG Locums Ltd is a limited company operating in the recruitment sector. We provide introduction services and supply temporary workers in the Healthcare sector.

RIG Locums is part of the wider CPL Resources Plc group. CPL Resources Plc is the parent company of RIG Locums. Cpl is an Irish global recruitment and managed services agency. The Cpl Group comprises of 23 brands with expertise across a number of sectors including healthcare, banking, accounting and finance, insurance, construction, industrial, hospitality, and others. Further details on the structure of Cpl are available on our website www.cpl.com.

Who we work with

All the hirers that we work with, and all of the work-seekers we provide, are known to and identified by our staff. All the temporary workers we supply are identified by our staff. Some of these work-seekers operate through their own limited companies. Some of our work-seekers are supplied via other businesses, who facilitate providing them to the eventual hiring company.

The hiring companies that we work with are located in the United Kingdom. The work-seekers we supply live in multiple countries around the world but mostly in the United Kingdom.

Our compliance procedures ensure the identities and right to work in UK are confirmed with all work-seekers and employees.

All worker seekers and employees are paid above National Living Wage.

Other relationships

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

- sector-specific professional and regulatory bodies
- sector-specific industry bodies
- the Recruitment and Employment Confederation (www.rec.uk.com)

Our Policies

RIG Locums has a modern slavery policy.

In addition, RIG Locums has the following policies which incorporate ethical standards for our staff and our suppliers. Suppliers are given an accessible platform for anyone to raise concerns about poor working practices.

- Corporate social responsibility policy,
- Anti-bribery policy, and
- Whistle-blowing policy.

Policy development and review

RIG Locums' policies are established by our directors, based on advice from HR professionals, industry best practice and legal advice. We review our policies on a regular basis, 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.
- We conduct audits before entering into a commercial relationship with any business where there is a potential 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.

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 address modern slavery concerns in their policies / publish a modern slavery statement.
- 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.

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

Our Performance

As part of monitoring the performance of RIG Locums we track the following general key performance indicators:

- the percentage of suppliers who sign up to an appropriate code / provide their own modern slavery statements
- the percentage of candidates supplied from audited businesses / our preferred supplier list
- the effectiveness of enforcement against suppliers who breach policies
- the amount of time spent on audits, re-audits, spot checks and related due diligence
- the level of modern slavery training and awareness amongst our staff

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

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

- Our senior supply chain managers 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 regularly.