



Section	Subject
Human Resources	Modern Slavery Statement
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Applicability Code All Divisions	Contact Amanda Wrisdale

Modern Slavery Act Statement 2021-2022

This statement is the Barker Ross' modern slavery and human trafficking statement relating to section 54 of the Modern Slavery Act 2015 ("the Act").

We oppose slavery and human trafficking in all its forms and make this statement to set out the steps we have taken to ensure that slavery or human trafficking is not taking place in our business or in our supply chains.

About us

The Barker Ross Group consists of three trading companies. Barker Ross Staffing Solutions Limited, registered company number (02234535), Barker Ross Recruitment Limited registered company number (03158011) and Cardea Resourcing, trading as Barker Ross Health & Social Care Limited, registered company number (07108893).

The Barker Ross Group is a dynamic recruitment agency, with an in depth knowledge across Construction, Health & Social Care and Industrial sectors.

This statement is intended to show our commitment to ethical trading principles and to set out the steps we are taking in our business and in our supply chains.

We have assessed the main relevant areas of Barker Ross business as follows:

- Procurement of goods, works and services to support our operations, including contract cleaning services, merchandise, office supplies and equipment, travel services, and IT delivery and support.
- Use of delivery partners to carry out our services, particularly in relation to programmes where programme participants may obtain temporary or permanent employment as a result of their participation.
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Our policies

We have a number of policies in place to assist us in our in ensuring compliance with the Act:

- Anti Bribery Policy;
- Child Labour Policy;
- Ethical Trading Policy;
- Modern Slavery and Human Trafficking Policy;
- Supplier Diversity Policy;
- Whistleblowing Policy.

Our actions

We are committed to ensuring that value for money does not compromise our obligations or our commitment to the Act. Our commitment to the eradication of modern slavery is shown in a number of actions which are undertaken by us.

Risk management plays a key part in the identification, management and escalation of risks within the supply chain. This process enables the Director's to evaluate compliance with the Act.

- The policies listed above are scheduled for review at least every year, to ensure they are up to date and relevant to the work that we do.

Key Performance Indicators

To measure the effectiveness of the steps we have taken we sign up to the below KPIs.

- Ensure that 100% employees are exposed to modern slavery awareness-raising, including how to spot the signs and how to report it.
- Ensure that 100% of all inductions for employees, include modern slavery awareness.
- Engage in proactive modern slavery education programmes with those suppliers who have raised issues or concerns.

Ongoing work

We intend to take the following further steps to combat slavery and human trafficking:

- We will carry on our work to review our contract arrangements with programme partners to ensure that any new or renewed contracts contain appropriate wording regarding modern slavery.
- We will carry out audits monthly on temporary workers, address, bank details and next of kin, and further investigate any two the same.

Effectiveness in combatting slavery and human trafficking

We will continue to keep our effectiveness under review and to make changes to our operations and our ongoing work if they are not proving to be as effective as they ought to be.

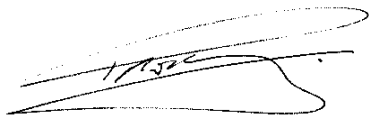
Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we recognise the importance of staff training and have already rolled this out.

Over the next year we will continue to seek improvements to training processes for staff and volunteers, including widening the scope of training to include modern slavery as well as child trafficking.

This voluntary slavery and human trafficking statement is made in connection with section 54(1) of the Modern Slavery Act 2015, for the financial year ending 30 November 2022.

Signed on behalf of Barker Ross Group:

A handwritten signature in black ink, appearing to read 'P. Ross', with a long horizontal line extending to the right.

Paul Ross
Chief Executive
Barker Ross Group
1 July 2022