

## **GR Employment Limited**

### **Modern Slavery Statement**

#### **Organisation**

This statement applies to GR Employment Limited. The information included in the statement refers to the financial year:

**1<sup>st</sup> November 2023 – 31<sup>st</sup> October 2024**

#### **Organisational Structure**

GR Employment Limited is a limited liability private company, operating from a single office location in Northamptonshire and is led by a Managing Director with 8 permanent employees and 260 plus temporary workers who are placed on assignment at client sites across the UK.

The main activity of the Company is to provide temporary workers in response to client demand to carry out assignments for short term periods for roles in areas including but not limited to: Warehousing, Manufacturing, Driving and Admin/Office. Demand for the Company services operate steadily throughout the year however, demand is high throughout the seasonal/festive period. Due to operation throughout the year, our service is not seasonal.

The labour supplied to GR Employment Limited in pursuance of its operation is carried out in the United Kingdom only; mainly, but not limited to Northamptonshire, Leicestershire, Oxfordshire, London, Essex, Kent, Wales and South Yorkshire.

#### **Definitions**

GR Employment Ltd considers that modern slavery encompasses:

- Human trafficking
- Forced work, through mental or physical threat
- Being owned or controlled by an employer through mental or physical abuse or the threat of abuse
- Being dehumanised, treated as a commodity or being bought or sold as property
- Being physically constrained or to have restriction placed on freedom of movement

#### **Commitment**

GR Employment Limited acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. GR Employment Limited understands that this requires an ongoing review of both its internal practices in relation to its labour force.

GR Employment Limited does not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to GR Employment Limited in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. GR Employment Limited strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in the United Kingdom.

### **Potential Exposure**

The sectors believed to be most affected by slavery and human trafficking are construction, agriculture, textile, security, and food processing and packaging. Therefore, the Company considers its main exposure to the risk of slavery and human trafficking to exist in much of GR Employment Limited's core business.

In general, GR Employment Limited considers its exposure to slavery/human trafficking to be relatively high. Nonetheless, it has taken steps to ensure that such practices do not take place in its business nor the business of any organisation that supplies goods and/or services to it.

### **IMPACT OF COVID-19**

During the reporting period covered by this statement, the COVID-19 pandemic had taken hold. For several months, the UK was placed into lockdown to stem the spread of COVID-19. This created several challenges for GR Employment Ltd as it did for others across the nation.

The GR Employment Ltd welcomes the UK Government's decision, as confirmed in April 2020, to allow for a delay of up to 6 months in the publication of modern slavery statements without the risk of facing penalty.

Despite the permitted, delay, the GR Employment Ltd remains in a position to publish its statement for the financial year 2019/2020 in line with the original publishing requirements.

GR Employment Ltd concludes that the COVID-19 pandemic did not adjust the risk of modern slavery to a level above that which existed before the pandemic, which is as set out under 'POTENTIAL EXPOSURE' above

During the pandemic, the Group's employees still had access to the grievance procedure to raise any concerns that they may have had.

In line with emergency legislation passed by the Government, Group employees have been paid Statutory Sick Pay during periods of self-isolation where it has not been possible to agree a temporary period of homeworking.

The GR Employment Ltd modern slavery risks were subject to the same monitoring procedures during the pandemic as at all other times.

### **Steps**

GR Employment Limited carries out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in its organisation, including conducting a review of the controls of its suppliers.

GR Employment Limited has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.

### **Procedures**

GR Employment Limited has set the following procedures that contribute to ensuring that modern slavery is not taking place in GR Employment Limited.

- Right to Work checks are made for all registered workers and employees
- Employment contracts are provided to all employees and agency worker contract for services are provided to all workers
- Pay is set in accordance with the minimum rates set by the UK government
- Workers and employee payments are made directly to the worker/employee named bank account unless express written permission and reasons are provided to make payment to another account and signed off by a member of the management team
- Workers and employees are assigned to roles whereby we closely monitor time spent and in accordance with Working Time Regulations 1998
- Workers and employees are assigned to roles whereby the hiring organisation has been assessed to identify satisfactory compliance with HSE regulations and a sound working environment
- Client site visits are made regularly to monitor working environments
- All employees are provided with training and are obligated to familiarise themselves with our procedures to help identify and prevent modern slavery and to operate in such a manner to prevent the incidence of modern slavery

### **Slavery Compliance Officer**

Miss N White, Office Manager, is the Slavery Compliance Officer for GR Employment Limited. All concerns regarding modern slavery should be addressed to her, and she will then undertake relevant action with regard to GR Employment Limited obligations in this regard.

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2010 and will be reviewed each financial year.