



<b>Company Name:</b>	Vetro Recruitment Ltd and Vetro health Ltd ('the Company')
<b>Document</b>	Modern Slavery Statement
<b>Date:</b>	January 2023
<b>Version:</b>	1.3

## Introduction

Vetro Recruitment Ltd and Vetro Health Ltd recognise that all businesses have an obligation to prevent slavery and human trafficking and will do all in its power to prevent slavery and human trafficking within its business and within the supply chains through which it operates.

Modern slavery can take many forms including the trafficking of people, forced labour, servitude and slavery. We take our responsibility for supplying staff extremely seriously and are aware of the potential for being targeted by traffickers and unlicensed gangmasters. Our own processes around candidate engagement ensure our employees are alert to the signs of exploitation, in order that we may take the necessary action promptly and effectively should it be identified. Sectors affected include, but are not limited to education, health & social care.

This statement focuses specifically on Vetro's compliance with the Modern Slavery Act 2015 (the Act) and highlights the steps we take to ensure there is no slavery or human trafficking occurring within the organisation or its supply chains. One of our Company's most valuable assets has always been its reputation for integrity and fairness. Maintaining this reputation within our market is an essential prerequisite to our continued success.

## Organisation's Structure

We are a leading UK-based recruitment agency and expert in qualified, professional and skilled recruitment, employing 35 people in our Caerphilly, Liverpool and Southampton offices.

## Our Supply Chains

Our supply chains include but are not limited to, sourcing candidates for clients. We expect our suppliers and potential suppliers to aim for high ethical standards and to operate in an ethical, legally-compliant and professional manner by adhering to our Supplier Code of Conduct. We also expect our suppliers to promote similar standards in their own supply chain.

- Education
- Nursing
- Social Care
- Supported Housing

## Our Policies including on Slavery and Human Trafficking

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Anti-Slavery and Human Trafficking Policy reflects our commitment to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

We expect our suppliers to comply with our Anti-Slavery Policy which includes references to the Modern Slavery Act 2015 (“Act”) and we expect that some of our suppliers and clients to have their own policies in place (where the Act applies to them).

In addition to compliance with our Policy, we ensure adherence to the modern slavery legislation by our contractors with a contractual statement within our terms of business along with an indemnity.

## Due Diligence Process for Slavery and Human Trafficking

We ensure strict compliance checks are carried for all candidates it supplies. We verify the identity of each worker and their right to work before supply commences.

All Vetro employees have access to dedicated channels through which they may voice concerns, either through local reporting mechanisms or through the national whistleblowing procedure. Vetro is committed to protecting employees when disclosing malpractice and will ensure that all disclosures made in good faith will be treated confidentially and without fear of retaliation.

## 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 provide training to our staff.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Vetro Recruitments' slavery and human trafficking statement for the financial year ending 31st December 2022.

## Support - UK Modern Slavery Helpline and Resource Centre

Modern Slavery Helpline and Resource Centre brings us closer to the eradication of modern slavery. Now, we provide victims, the public, statutory agencies and businesses access to report concerns and get help support and advice, on a 24/7 basis.

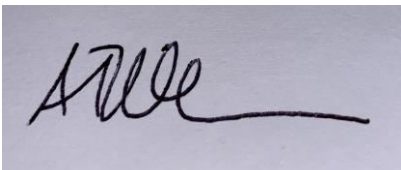
Modern Slavery Helpline is fully independent and confidential. It is free to call on 08000 121 700

## Vetro Charity

Vetro makes regular monthly donations to the Unseen charity (<https://www.unseenuk.org>)

Unseen runs a safe house in the South West for Women of 18 years and over who are classified as survivors of Moder Slavery and Hum trafficking. They take Referrals from all over the country.

This support provision project acts as the first stage on each survivor's long and difficult journey towards rebuilding their life. We help survivors recover their self-esteem, build their confidence and gain the key skills vital for their future independence.

A handwritten signature in black ink on a light blue background. The signature is stylized and appears to read 'A. Tulloch'.

**Signed:** Alistair Tulloch

**Position:** Founding Director

**For and on behalf of Vetro Recruitment Ltd and Vetro Health Ltd**