



## Section 54 Statement

### Organisation's structure

365 People Limited is a provider of recruitment services in the UK. 365 People Limited has its head office in the UK. We have been trading since 2014 and specialise in temporary recruitment services for Driving, Logistics and Warehousing, Manufacturing, Skilled and Technical, Office and Commercial and Managed Services roles.

### Our Business

We're a dedicated, professional team, with knowledge and expertise expanding across our core sectors: Commercial, Industrial & Driving and Light Engineering.

We have carefully added to our team of experienced recruitment specialists, who understand the requirements of our customers, in an ever changing and competitive sector.

### Our policies 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 acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

### Due diligence processes for slavery and human trafficking

As part of our initiative to identify and mitigate risk, we adhere to the guidelines from Stronger Together and the Ethical Trading Initiative. As part of our due diligence, we ensure that all new suppliers are visited on site, suppliers are audited and re-audited every year to ensure adherence to our strict standards of ethically transparent supply chains.

We also have in place systems to:

- Identify and assess potential risk areas in our supply chains to include country and business transaction risk
- Mitigate the risk of slavery and human trafficking occurring in our supply chains
- Monitor potential risk areas in our supply chains
- Protect whistle blowers

### **Supplier adherence to our values and ethics**

We have zero tolerance to slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our values and ethics, we have a dedicated compliance team, which consists of representatives from the following departments:

- Compliance
- Human resources
- Procurement
- Sales

### **Training**

To ensure a high level of understanding of the risks of modern slavery and human trafficking, as well as all aspects of regulations, laws and standards in our supply chains and our business, we provide training to all of our staff. This forms part of the induction process which every new employee receives within their first month, as well as refresher training, which is completed 6 monthly for all staff to ensure they are aware of our stance on preventing slavery and human trafficking within our business and supply chains, and for those staff involved in the supply chain process, e.g. procurement, sales etc.

### **Our effectiveness in combating slavery and human trafficking**

We use the following means to measure how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business.

- Business function reports
- Internal staff training and induction process
- Our suppliers are obliged to audit their own supply chains and report on the findings

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015.