

# **RINGLINK SERVICES LTD MODERN SLAVERY STATEMENT**

## **2021 - 2022**

Ringlink Services Ltd recognises that Modern Slavery and Human Trafficking could be potential risks to our business, and we are proud of our experience that has grown through the journey since we first started our campaign to join with other like-minded businesses to help victims of modern slavery and trafficking in the UK.

- There are estimated 10-13,000 victims of Modern-Day Slavery within the UK costing the UK economy about £4.3bn per year.
- For each and every Modern Slavery crime discovered in the UK the estimated cost is over £330,000 including support for lost earnings and enforcement

Ringlink Services Ltd are committed to working with all organisations that take the issue as seriously as we do and who share our goal to reduce and eliminate this threat in the UK. Integrity is one of our core values. We have strict policies and procedures in place to ensure the consistent monitoring of our workforce for the signs of human trafficking and labour exploitation. These checks are not only paramount to allowing us to investigate and identify exploitation at the earliest possible stage but are embedded into our policies and daily procedures throughout our business, both through our front-line staff and centrally from the back office.

We are confident that we have the right checks in place to minimise the risk of modern slavery, human trafficking and labour exploitation taking place within our supply chain. However, should our business be infiltrated, we are able to react quickly and efficiently to resolve cases. This response is due to the knowledge and experience held within the Ringlink Compliance team, the awareness levels of the wider team members, and the relationships we hold with the relevant government authorities.

Ringlink are a provider of flexible workers, supplying over 400 staff per day to over 100 private sector clients, across a wide range of industries including agriculture, drinks, driving, food processing, logistics and manufacturing. We operate from 5 locations in Scotland.

## **Due Diligence, Processes and Action Taken**

Throughout our working relationship with every worker, our commitment is to ensure the safety, health and wellbeing of that individual. We have processes and policies in place to ensure all our trained staff conduct the correct and regular checks, required by the business, to enable us to spot any issues at a very early stage. We invest heavily in Compliance via a dedicated team of highly experienced individuals trained in assessing risk and capable of dealing with any problems confidently, competently and timeously.

From the moment a potential worker chooses to join Ringlink the checks begin. Checks continue all throughout the worker's time with us. This ensures that the worker has control of their own documentation and that their job expectations are managed

effectively. All interviews are completed face-to-face with the individual to make sure that they have freely chosen to attend. In addition, throughout the registration and interview process, all application forms are checked and verified as being the applicant's own information. We also ask where they found out about Ringlink and the role.

All information is uploaded onto our central IT platform allowing us to have full visibility and run checks through our system remotely to spot anything that may look suspicious with shared details, such as the same bank accounts.

We are totally committed to Compliance and Ethical Standards and strive to operate best practices at all times. Everyone in the Company is introduced to and trained to comply with our company compliance standards and operating procedures at the start of their employment.

Over the years we have built up an excellent relationship with Enforcement and Regulatory bodies and regularly seek advice and guidance on any matters of concern. We are active members of the GLAA Labour Provider Labour User forum, and this type of work enables us to share good practice with other businesses.

## **Effectiveness & Commitment**

At Ringlink Services Ltd we are fully aware and accept that with Modern Slavery it can happen anywhere, at any time, and in any part of our business.

The steps we have taken and continue to take will we hope, one day eradicate this in time, but we continue, as in previous years to be vigilant, keep all of our staff fully up to date with any new developments, and constantly strive to monitor the effectiveness of our processes and policies.

As we have alluded to previously, if an issue is found we are confident it can be correctly identified and that our staff are sufficiently trained to know what to do and when, without placing any of our workers at any further risk. We will continue to work effectively and efficiently with our partners, especially those within enforcement, to ensure that any identified victim is given the full support of the business in support of their recovery.

Modern Slavery and Trafficking is an international problem, and with the links to many criminal organisations it remains a high risk to any supply chain or business.

Ringlink Services Ltd will continue its investment in the identification & prevention of Modern Slavery, it remains a high priority for our business and that of our valued clients.



Managing Director