



## **Modern Slavery Statement**

**REVIEWED: September 2024**  
**DATE OF NEXT REVIEW : September 2025**

This statement has been published in accordance with the Modern Slavery Act 2015. It outlines the steps Bay Resourcing Limited ("Bay Resourcing") has taken to prevent modern slavery and human trafficking in our business and supply chains.

This statement is made as part of Bay Resourcing's commitment to eliminating the exploitation of people under the Modern Slavery Act 2015 (the Act). It summarises how Bay Resourcing operates, the policies and processes in place to minimise the possibility of any problems, any risks we have identified and how we monitor them, and how we train our staff.

### **About us**

Bay Resourcing Limited ("Bay Resourcing") is a multi-award-winning online recruitment agency, that supplies recruitment services within the education sector. Bay Resourcing is committed to eliminating modern slavery, human trafficking, forced labour, and similar human rights abuses.

Bay Resourcing is committed to ensuring that its staff and any workers it supplies (directly or indirectly) are not subject to behaviour or threats that may amount to modern slavery, human trafficking, forced labour, and similar human rights abuses.

We are proud of our strength in compliance and are a "trade body" member of Standards in Recruitment.



## **Policies**

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 where relevant.

Our Modern Slavery Policy reflects our commitment to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place in our business and supply chains. The Policy sets out our zero-tolerance approach to modern slavery and human trafficking. Every member of staff is expected to comply with the policy which includes raising any concerns and using the appropriate reporting channels at the earliest possible stage.

We operate a Whistleblowing Policy that encourages all staff to report any wrongdoing. Reports surrounding these issues are taken extremely seriously by our board of directors who are committed to ensuring that all investigations shall be prompt and effective. If our investigations reveal any issues, we are committed to taking appropriate action, including but not limited to; working with the appropriate organisations to improve standards, removing that organisation from our preferred supplier list, passing details to appropriate law enforcement bodies.

## **Supplier Code of Conduct**

We expect our suppliers to agree and adhere to our ethical standards for conducting business. These standards require suppliers to:

not hold any person in slavery or servitude or require a person to perform any form of forced or compulsory labour;

not arrange or facilitate the trafficking of any persons;

not purchase materials or services from companies who use involuntary labour or participate in human trafficking;

treat and reward employees equally on the basis of the characteristics of their work and the intensity of their effort;

provide safe, hygienic, and healthy working environments for their employees;



provide, as a minimum, rates of pay at the national minimum wage; and  
act in accordance with applicable national and regional laws and regulations at all  
times

### **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 where relevant.

### **Due Diligence**

We have in place systems to:

- identify and assess potential risk areas in our supply chains;
- audit existing and prospective suppliers;
- mitigate the risk of slavery and human trafficking occurring in our supply chains; and
- protect whistle-blowers.

### **Compliance**

We have HR and Legal teams dedicated to ensuring compliance with law, policy, and process throughout our business. We review our policies and procedures regularly to ensure ongoing compliance.