

Preventing Hidden Labour Exploitation Policy

RMS commits to developing and adopting a proactive approach to tackling hidden labour exploitation

Hidden labour exploitation is exploitation of job applicants and workers by third party individuals or gangs other than the employer or labour provider including rogue individuals working within these businesses but without the knowledge of management. It includes forced labour and human trafficking for labour exploitation; payment for work finding services and work-related exploitation such as forced use of accommodation. It is understood that it is often well hidden by the perpetrators with victims, if they perceive of themselves as such, reluctant to come forward.

Coverage

This policy applies to all work delivered by RMS to any client at any location at any time.

Responsibility

James Davies and Craig Morgan will hold overall responsibility that this policy is followed by all RMS recruiters, managers and third party labour providers.

Policy Commitments

RMS will ensure that;

- RMS recruiters and Account managers will attend “Tackling Modern Slavery in UK Business and Supply Chains” training and will have responsibility for developing and operating company procedures relevant to this issue.
- Accept that job finding fees are a business cost and will not allow these to be paid by job applicants. RMS will not use any individual or organisation to source and supply workers without confirming that workers are not being charged a work finding fee.
- Ensure that all staff responsible for directly recruiting workers are trained to be aware of issues around third party labour exploitation and signs to look for and have signed appropriate Compliance Principles.



- Ensure that labour sourcing, recruitment and worker placement processes are under the control of trusted and competent staff members.
- Adopt a proactive approach to reporting suspicions of hidden worker exploitation to the Gangmasters and Labour Abuse Authority and Police.
- Provide information on tackling “Hidden Labour Exploitation” to our workforce through workplace posters, link communication, induction and other training.
- Encourage our workers to report cases of hidden third party labour exploitation, provide the means to do so and investigate and act on reports appropriately.
- Positively encourage and support employees and agency workers to report such exploitation which may be occurring within their communities by encouraging open communication.
- Require labour providers and other organisations in the labour supply chain to adopt policies and procedures consistent with the above.

This policy will be reviewed annually to ensure that it continues to support RMS in addressing any modern slavery risks.

A handwritten signature in black ink, appearing to read 'Daniel O'Toole', with a stylized, cursive script.

Daniel O'Toole

CEO

1st April 2025

