



Recruitment: Hospitality & Catering | Business Management & Administration | Social Care | Facilities & Industrial
Outsourced Payroll | Management of HR Services Management | Training | **Established 1965**

MODERN SLAVERY & HUMAN TRAFFICKING STATEMENT

Introduction

This Statement concerns section 54 of the Modern Slavery Act 2015. It sets out the steps that Angel Human Resources has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

In line with our zero tolerance policy Angel HR has developed effective systems to safeguard against any form of modern slavery. Our [Core Values](#) guide all our business dealings, which are conducted with integrity and transparency. Angel HR has a duty to be alert to risks, however small, and employees are expected to report concerns and management to act upon them.

Definitions of Modern Slavery

The crime of modern slavery affects over 40 million people worldwide and encompasses slavery, servitude, human trafficking and forced labour.

Modern slavery includes victims trafficked from overseas and vulnerable people in the UK who are forced illegally to work against their will across many different sectors, including hospitality, construction, retail and manufacturing.

Structure and Supply Chains

This statement covers the business activities of Angel HR which are as follows:

- The recruitment of perm. and temp. staff, predominantly within the catering, hospitality and care fields
- Other business relationships, whether with client employers, agencies or suppliers

Angel HR currently operates in the United Kingdom. The Company ensures modern slavery does not occur within our business or supply chains by:

- Using comprehensive right to work and agency onboarding processes
- Conducting business only with organisations who adopt and enforce policies which comply with Modern Slavery legislation

Training

To ensure a good understanding of the risk of modern slavery and human trafficking in our business and supply chains Angel HR:

- Includes information and briefings as part of our employee induction process
- Ensures that all clients and client agreements cover the risks of Modern Slavery

ANGEL HUMAN RESOURCES GROUP

HQ: ANGEL HOUSE, 2-4 UNION STREET LONDON BRIDGE LONDON SE1 1SZ
T: 0207 940 2000 | hq@angelhr.org | www.angelhr.org | www.angelcare.org.uk
London | Essex | Kent | North and South Hampshire | North East England

Policies & Procedures

The following policies set down Angel HR's approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in our business operations:

- **Recruitment:** As a [REC Member](#) we commit to the highest standards of recruitment under [The REC Code of Professional Practice](#). This means adhering to all relevant legislation, including the Modern Slavery Act, as well as taking the [REC Compliance test](#) every 2 years to retain that membership
- **Reporting:** All employees know that if they believe there is a possibility of a Modern Slavery situation, they must report it to their line manager; who will relay the concerns to the Modern Slavery Helpline & Resource Centre on 08000 121 700 or report it online at <https://www.modernslaveryhelpline.org/report>
- **Code of Conduct:** This code explains the manner in which we behave as an organisation and how we expect our employees and suppliers to act
- **Ethics Policy:** Angel is committed to the practice of responsible behaviour. Through its business practice the Company seeks to protect and promote the human rights and basic freedom of all its employees and agents
- **Due Diligence Processes for Slavery and Human Trafficking**

Angel HR undertakes due diligence when taking on or working with clients, candidates and suppliers in order to mitigate modern slavery abuses.

- **Our Business:**
 - **Client Employers** - Clients must have a proven commitment to modern slavery prevention; and a commitment to the national minimum wage / national living wage (as appropriate)
 - **Agency Candidates** - Our established and audited procedures ensure that the personnel we supply have the right to work in the UK. Where we oversee payroll we also ensure the candidate has a bank account in their own name into which their remuneration is paid
 - **Company Staff** - Angel HR staff undergo a robust recruitment and selection process. All employees are made aware of the Company's requirement to support and uphold human rights principles; and understand that Angel HR will not tolerate, engage in or support the use of, forced labour
- **Our Supply Chain:**
 - **Suppliers:** All our suppliers are monitored and reviewed regularly for their commitment to modern slavery prevention. We also aim to build long-standing relationships, operating and maintaining a preferred supplier list.

Angel HR's Modern Slavery and Human Trafficking Statement will be regularly reviewed and updated as necessary. The Senior Management and Board of Directors endorse this policy statement and are fully committed to its implementation. This Modern Slavery and Human Trafficking Statement has been approved and authorised by:

Name: **RUSSELL CRAWFORD**

Date: **02.01.2018**

Signature: 

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