

## Modern Slavery Statement

This statement was approved by the Director of **Cando Personnel Ltd** on **22/01/2025** and is published in accordance with the Modern Slavery Act (2015). It sets out the steps that we have taken to prevent modern slavery and human trafficking in our business and supply chains during the financial year to 2025

### **Cando Personnel Ltd**

Established in 2012, we are a Recruitment Agency specialising in Skilled and semi- skilled Labour Provision.

Based in Gravesend and operating across London & Kent, we are Limited Company managed via Management Team and Director.

We have a workforce of 8 office staff made up of our Administration and Accounts team along with over 790 staff registered with us who work through us as an agency with various employers.

### **Policy Commitments:**

1. Cando Personnel Ltd. Will designate a dedicate manager who will be responsible for developing and operating company's process related to hidden labour exploitation cases.
2. Cando Personnel Ltd. staff who are authorised in direct recruitment of workers will be provided with the mandatory training to ensure they meet the appropriate level of competence.
3. Job applicants or candidates will not be charged any fees in any circumstance for getting work.
4. Cando Personnel Ltd. will adopt a proactive approach in reporting any suspicious hidden worker exploitation to the GLA and the police.
5. Cando Personnel Ltd. will positively support and encourage agency workers to report cases of exploitation so that they can raise their concerns without fear.
6. Cando Personnel Ltd. will display posters containing information on tackling hidden labour exploitation in our office and also providing posters to our clients so that they can also display those on their site.
7. Cando Personnel Ltd. will promote our clients, labour users and other organisations to adopt our policies and procedures.
8. Cando Personnel Ltd. will enforce zero tolerance for hidden labour exploitation.

### **Due Diligence Processes**

1. Risk Assessment
2. Recruitment Practices
3. Worker Contracts
4. Grievance Mechanisms
5. Supplier and Partner Engagement
6. Training and Awareness

## **Performance Indicators for Identifying Labor Exploitation**

- A. Recruitment Practices
- B. Working Conditions
- C. Living Conditions
- D. Worker Treatment
- E. Health and Safety
- F. Complaints and Grievances
- G. Recruitment and Employment Records

## **Training and Capacity Building**

**Management Training:** Train leadership and admin teams on labour exploitation risks and ethical recruitment standards.

**Worker Training:** Educate workers on their rights, grievance mechanisms, and ways to identify exploitation.