



## Juice Personnel Modern Slavery Statement

Reviewed September 2024

This statement is made as part of Juice Personnel's commitment to eliminating the exploitation of people under the Modern Slavery Act 2015 (the Act). It summarises how Juice Personnel 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.

This statement is published in accordance with section 54 of the Act, and relates to the financial year April 2024 to March 2025. It was approved by Sarah Kelvina Smith on 1<sup>st</sup> September 2024.

Sarah Kelvina Smith:

Date:

1. 9. 2024.

### 1 Our Business

Juice Personnel is a Limited Company operating in the recruitment sector. We provide introduction services / supply temporary workers / act as a neutral vendor / and/or act as a master vendor in the Commercial, Logistics and Construction sectors.

Juice Personnel Limited is an independent business.

#### 1.1 Who we work with

All of the hirers that we work with, and all of the work-seekers we provide, are known to and identified by our staff. All of the temporary workers we supply are identified by our staff.

The hiring companies that we work with are located in West Yorkshire. The [work-seekers / workers we supply live in West Yorkshire.

#### 1.2 Other relationships

As part of our business, we also work with the following organisations: the Recruitment and Employment Confederation ([www.rec.uk.com](http://www.rec.uk.com))

### Our Policies

Juice Personnel Limited has a modern slavery policy available at [www.juicepersonnel.co.uk](http://www.juicepersonnel.co.uk)

#### 1.3 Policy development and review

Juice Personnel's policies are established by our Directors based on advice from HR professionals, industry best practice and legal advice, We review our policies annually or as needed to adapt to changes.

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## 2 Our Processes for Managing Risk

In order to assess the risk of modern slavery, we use the following processes with our suppliers:

- When engaging with suppliers, we ask for evidence of their processes and policies, including commitments around modern slavery, human trafficking, forced labour, human rights, and whistleblowing.
- We conduct audits before entering into a commercial relationship with any business where there is the potential for risk. These audited businesses form the basis of our preferred supplier list.
- We review the potential for risk at regular intervals, including the possibility of re-auditing a supplier or conducting spot checks.

After due consideration, we have not identified any significant risks of modern slavery, forced labour, or human trafficking in our supply chain. However, we continue to be alert to the potential for problems.

Additionally, we have taken the following steps to minimise the possibility of any problems:

- We reserve the right to conduct spot-checks of the businesses who supply us, in order to investigate any complaints.
- We require the businesses we work with to abide by our code of supplier conduct / address modern slavery concerns in their policies / publish a modern slavery statement.
- We collaborate with our suppliers in order to improve standards and transparency across our supply chain.
- Only senior members of staff who have undergone appropriate training for assessing modern slavery risks in the supply chain are authorised to sign contracts and establish commercial relationships in any area where we have identified the potential for risk.
- We ensure that all of our suppliers are members of appropriate industry bodies and working groups.

Our staff are encouraged to bring any concerns they have to the attention of management.

## 3 Our Training

All of our staff receive training and support that is appropriate to their role. In particular:

- All of our staff receive awareness-raising information around issues involving modern slavery and human trafficking, so that they can bring any concerns they have to the attention of management.

As part of this, our staff are encouraged to discuss any concerns that they have.