

Modern Slavery Policy

1. MJSS Group Limited is committed to eliminating modern slavery, human trafficking, forced labour, and similar human rights abuses.
2. MJSS Group Limited 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.
3. MJSS Group Limited provides appropriate training and awareness information for all of its staff.
In particular:
 - Our leadership team receive detailed training in identifying and resolving concerns around modern slavery and human trafficking.
 - 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.
4. Any staff, workers or other parties are strongly encouraged to report any concerns or suspicions that they might have to their Senior Manager or the Director, Matthew Meaney.
5. Reports surrounding these issues are taken extremely seriously by our director 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,
 - Passing details to appropriate law enforcement bodies.
6. We regularly monitor our risks in this area through the use of relevant key performance indicators, including:
 - The amount of time spent on audits, re-audits, spot checks, and related due diligence, and
 - The level of modern slavery training and awareness amongst our staff.
7. As part of our efforts in this area, we publish a modern slavery statement on an annual basis.
8. We would also recommend reading this in conjunction with our other policies, including our:
 - Corporate social responsibility policy,
 - Ethical procurement policy,
 - Anti-bribery / corruption policy, and
 - Whistle-blowing policy.

This policy was adopted on 12/01/2024 after being agreed by our director. It is reviewed annually.

Modern Slavery Statement

This statement is made as part of MJSS Group Limited's commitment to eliminating the exploitation of people under the Modern Slavery Act 2015 (the Act). It summarises how MJSS Group Limited 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 2024 to 2025. It was approved by our director on 12/01/2024.

Rebecca Allen

Group Operations Manager

1 Our Business

MJSS Group Limited is an umbrella limited company, holding MJ Support Staffing of operating in the recruitment sector. We provide introduction service and, supply temporary workers in the private and public health care sectors.

MJSS Group Limited is an independent business umbrella company holding MJ Support Staffing Limited, MJ Homecare Staffing Limited,

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 the temporary workers we supply are identified by our staff. We do not supply work-seekers to hiring companies through any intermediaries.

The work-seekers and temporary workers we supply live in across Wales, North Somerset, Somerset, North Devon, Avon and Bristol and Birmingham areas.

1.2 Our Supply Chain

MJSS Group Limited Sources a wide range of products and services from hundreds of local and national suppliers. Our supply chain spans a variety of industry sectors, which can be broadly grouped as follows:

- Capital Construction and Property;
- Maintenance & Facilities Management;
- Professional Services;
- IT and Supplies;
- Medical & Clinical Supplies;
- Other Supplies and Services;
- Other Service Contracts (including statutory services, utilities, rent etc.).

1.3 **Other relationships**

As part of our business, we also work with the following organisations:

- Care England
- Care Quality Commission (CQC)
- the Recruitment and Employment Confederation (www.rec.uk.com) and the Institute of Recruitment Professionals (www.rec-irp.uk.com)
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2 **Our Policies**

MJSS Group has policies and procedures to prevent slavery and human trafficking within our organization and supply chains. Key measures include:

- Clear recruitment procedures and confidential whistleblowing systems.
- Safeguarding policies addressing modern slavery and abuse.
- Mandatory training for staff on identifying and reporting concerns.
- Defined disciplinary procedures for staff misconduct.
- Building strong, committed relationships with suppliers.
- Engaging suppliers with their own anti-slavery policies.

In the coming year, we will continue training and promoting awareness among our staff and test our supply chain controls.

Policy development and review

MJSS Group Limited's policies are established by our directors and our senior leadership team, based on advice from HR professionals and industry best practices and legal advice. We review our policies annually, or as needed to adapt to changes.

3 **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 whistle-blowing.

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 and address modern slavery concerns in their policies.
- 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.

4 Our Performance

As part of monitoring the performance of MJSS Group Limited, we track the following general key performance indicators:

- Initial questionnaire responses via the tender and due diligence processes confirming a supplier's modern slavery position, prior to a new supplier being engaged.
- An annual review by our suppliers to confirm there is no slavery in their supply chain. Suppliers, who have a turnover in excess of £36 million, to submit in writing a confirmation that the review has been completed and that no slavery or human trafficking has been identified in their supply chain.

Based on the potential risks we have identified, we have also established the following key performance indicators, which are regularly assessed by our board of directors:

- the percentage of suppliers who sign up to an appropriate code / provide their own modern slavery statements
- the percentage of candidates supplied from audited businesses
- the effectiveness of enforcement against suppliers who breach policies
- the amount of time spent on audits, re-audits, spot checks, and related due diligence
- the level of modern slavery training and awareness amongst our staff

We benchmark our indicators against industry best, in order to ensure that we do not put undue pressure on our suppliers that might increase the potential for risk.

5 Our Training

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

- Our leadership team receive detailed training in identifying and resolving concerns around modern slavery and human trafficking.
- Our recruiters, HR personnel, and/or staff involved in our procurement and supply chains undertake training courses that include guidance around modern slavery and human trafficking, as well as other wider human rights issues.
- 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.

Training is refreshed annually.

