

This statement is made as part of Ackerman Pierce Ltd.'s commitment to eliminating the exploitation of people under the Modern Slavery Act 2015 (the Act). It summarises how Ackerman Pierce Ltd 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 2018 to 2019 it was approved by Raymond Jarvis Director on 20th November 2018.



Raymond Jarvis

Director

Our Business

Ackerman Pierce Ltd is a limited company operating in the recruitment sector. We supply temporary workers into the Public Services Sector.

Ackerman Pierce Ltd is an independent business.

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.

Other relationships

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

- Investors for People, www.investorsinpeople.com
- ISO the International Organization for Standardization www.iso.org
- APSCo The Association of Professional Staffing Companies www.apsco.org
- REC the Recruitment and Employment Confederation (www.rec.uk.com)
- ICO Information Commissioners Office www.ico.org.uk

Our Policies

Ackerman Pierce Ltd has a modern slavery policy which can be provided if requested.

In addition, Ackerman Pierce Ltd has the following policies which incorporate ethical standards for our staff

- Corporate Social Responsibility Policy
- Allegation and Misconduct Policy

- Safeguarding Vulnerable Persons Policy

Policy development and review

Ackerman Pierce Ltd.'s policies are established by our senior leadership team based on advice from HR professionals, industry best practice and legal advice. We review our policies as needed to adapt to changes.

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.
- 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 collaborate with our suppliers in order to improve standards and transparency across our supply chain.

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

Our Performance

We regularly monitor our risks in this area through the use of relevant key performance indicators, including:

- Working in line with our Modern Slavery Policy and Modern Slavery Statement,
- The percentage of our clients who sign up to an appropriate code / provide their own modern slavery statements,
- The effectiveness of enforcement against suppliers who breach policies,
- Internal audits, re-audits, spot checks, and related due diligence, and
- The level of modern slavery training and awareness amongst our staff.

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

Our Training

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 regularly.