

## Modern Slavery and Human Trafficking Statement

### **INTRODUCTION**

Frank Recruitment Group Limited (Frank Group) and its UK subsidiaries are proud of the steps we have taken to ensure slavery and human trafficking both within our own business and our supply chains are prevented.

Although we operate solely in IT recruitment which is not a high risk sector we remain committed to ensuring that our policies and procedures are strong and that any potential risk is eradicated.

Frank Group have taken steps to implement an internal modern slavery policy which applies to our employees, contractors, clients and suppliers.

### **ORGANISATION'S STRUCTURE**

Frank Group is an award winning, multi-brand specialist global recruitment firm delivering permanent and freelance niche technology experts to vendor channel partners, SME and Enterprise organisations across the globe.

### **OUR BUSINESS**

Our business consists of IT recruitment specifically across the following technologies:

- Microsoft Dynamics and Stack;
- Salesforce;
- NetSuite;
- ERP, ServiceNow;
- Java, web, mobile; and
- Big Data and SAS

### **OUR SUPPLY CHAINS**

Our supply chains include sourcing independent contractors for clients as well as internal suppliers relating to facilities, business support and IT infrastructure.

### **OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING**

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Anti-Slavery and Human Trafficking Policy reflects our commitment to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

We expect our suppliers to comply with our Anti-Slavery Policy which includes references to the Modern Slavery Act 2015 ("Act") and we expect that some of our suppliers and clients to have their own policies in place (where the Act applies to them).

In addition to compliance with our Policy we ensure adherence to the modern slavery legislation by our contractors with a contractual statement within our terms of business along with an indemnity.

## **DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING**

We carry out compliance checks on all of our independent contractors before allowing them to commence an assignment with one of our clients:

All employees have a process by which they can report any suspected wrongdoing and are protected by confidentiality and fear of retaliation if made in good faith.

## **TRAINING**

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to our staff.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Frank Group's slavery and human trafficking statement for the financial year ending 30 November 2018.



James-Lloyd Townshend  
Frank Recruitment Group Limited