

## Modern Slavery Statement

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

### 1 Our Business

REESON Education is a limited company operating in the recruitment sector. We supply temporary workers in the Education sector.

REESON Education 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 vast majority of the hiring companies that we work with are located in the United Kingdom. The vast majority of the work-seekers we supply live in the United Kingdom.

#### 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))

### 2 Our Policies

REESON Education has a modern slavery policy available upon request.

In addition, REESON Education has the following policies which incorporate ethical standards for our staff

- Corporate social responsibility policy,
- Anti-bribery / corruption policy, and
- Whistle-blowing policy

#### 2.1 Policy development and review

REESON Education's policies are established by our company directors based on advice from HR professionals, industry best practice and legal advice, and in consultation with the Recruitment and Employment Confederation. We review our policies on a regular basis, 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:

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

Based on the potential risks we have identified, we have also established the following key performance indicators, which are regularly assessed by our senior leadership team:

- the effectiveness of enforcement against suppliers who breach policies
- the level of modern slavery training and awareness amongst our staff

### 5 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. Training is refreshed on a regular basis.