

## Modern Slavery Policy

1. Drivestaff Recruitment Ltd is committed to eliminating modern slavery, human trafficking, forced labour, and similar human rights abuses.
2. Drivestaff Recruitment Ltd 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. Drivestaff Recruitment Ltd provides appropriate training and awareness information for all of its staff.  
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.
4. Any staff, workers or other parties are strongly encouraged to report any concerns or suspicions that they might have to the director Cameron Evans or Laura Armitage by email – [info@drivestaffuk.com](mailto:info@drivestaffuk.com)
5. Reports surrounding these issues are taken extremely seriously by our board of directors 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,
  - Removing that organisation from our preferred supplier list,
  - 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 effectiveness of enforcement against suppliers who breach policies,
  - 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:
  - Whistle-blowing policy.

This policy was adopted on 20/01/2024 after being agreed by our board of directors It is reviewed annually

## Modern Slavery Statement

This statement is made as part of Drivestaff Recruitment Ltd commitment to eliminating the exploitation of people under the Modern Slavery Act 2015 (the Act). It summarises how Drivestaff Recruitment 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 April 2025 to April 2026. It was approved by the board of directors on 20/01/2024.

Cameron Evans, Director  
Laura Armitage, Director

### **1 Our Business**

Drivestaff Recruitment is a limited company operating in the recruitment sector. We supply temporary workers in the Transport and Logistics sectors.

Drivestaff Recruitment Ltd 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 the North-West. The workers we supply live in within the Northwest.

#### **1.2 Other relationships**

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

- Driver and Vehicle Standards Agency (DVSA) – regulatory authority overseeing driver standards and compliance.
- Driver and Vehicle Licensing Agency (DVLA) – responsible for driver licensing and entitlement verification
- HM Revenue & Customs (HMRC) – ensuring PAYE, National Insurance and tax compliance
- the Recruitment and Employment Confederation ([www.rec.uk.com](http://www.rec.uk.com)) and the Institute of Recruitment Professionals ([www.rec-irp.uk.com](http://www.rec-irp.uk.com))

### **1.3 Policy development and review**

Drivestaff Recruitment Ltd'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.

## **2 Our Processes for Managing Risk**

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

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:

#### **[Choose one or more of the following options:]**

- 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
- 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 Performance**

As part of monitoring the performance of Drivestaff Recruitment Ltd, we track the following general key performance indicators:

- Right-to-work and identity verification compliance  
Ensuring 100% of workers supplied have valid UK right-to-work checks completed prior to engagement, reducing the risk of illegal or coerced labour.
- Driver qualification and licensing validation  
Ongoing verification of HGV licence entitlement, CPC status and medical validity to ensure workers are legitimately qualified and not operating under false or exploitative conditions.

- **PAYE and pay transparency compliance**  
Monitoring that all workers are engaged under PAYE, paid in accordance with agreed rates, and provided with clear payslips showing hours worked, deductions and holiday pay, reducing vulnerability to wage abuse.
- **Worker complaints and whistleblowing reports**  
Tracking the number, type and resolution time of complaints or concerns raised by workers, including any indicators of exploitation, intimidation or unfair treatment.
  - 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 / our preferred supplier list
  - 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-practice / discuss our indicators with suppliers in order to ensure that we do not put undue pressure on our suppliers that might increase the potential for risk.

#### **4 Our Training**

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

- Our recruiters, HR personnel, and 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.**