

GO LOCUM LTD MODERN SLAVERY POLICY

Purpose of policy

1. Go Locum LTD is committed to eliminating modern slavery, human trafficking, forced labour, and similar human rights abuses.
2. Go Locum LTD is committed to ensuring that its staff and any workers it supplies (directly or indirectly) are not subject to behavior or threats that may amount to modern slavery, human trafficking, forced labour, and similar human rights abuses.
3. Go Locum LTD provides appropriate training and awareness information for all its staff. In particular:
 - Our senior supply chain managers receive detailed training in identifying and resolving concerns around modern slavery and human trafficking.
 - Our recruiters, HR personnel 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 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.
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 using relevant key performance indicators, including:
 - The percentage of suppliers who sign up to an appropriate code / provide their own modern slavery statements,
 - The percentage of workers and/or 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, 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.

This policy was adopted on 20/12/2023 after being agreed by our board of directors. It is reviewed annually.

Modern Slavery Statement

This statement is made as part of Go Locum LTD commitment to eliminating the exploitation of people under the Modern Slavery Act 2015 (the Act). It summarises how Go Locum 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, It was approved by the board of directors on 12/2023.

[Director]

1 Our Business

Go Locum LTD is a limited company operating in the recruitment sector. We supply temporary workers in the Healthcare sectors.

Go Locum LTD is an independent business.

1.1 Who we work with

All 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. Some of these work-seekers operate through their own limited companies. We do not supply work-seekers to hiring companies through any intermediaries. / Some of our work-seekers are supplied via other businesses, who facilitate providing them to the eventual hiring company.

2 Our Policies

Go Locum LTD has a modern slavery policy.

In addition, Go Locum LTD has the following policies which incorporate ethical standards for our staff.

Safeguarding Policy

GDPR Policy

2.1 Policy development and review

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.

3 Our Processes for Managing Risk

To assess the risk of modern slavery, we use the following processes with our suppliers:

We conduct audits before entering a commercial relationship with any business where there is the potential for risk.

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 clients 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 our clients 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 board of directors:

- the amount of time spent on audits, and related due diligence.
- the level of modern slavery training and awareness amongst our staff

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

5 Our Training

All 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, undertake training courses that include guidance around modern slavery and human trafficking, as well as other wider human rights issues.
- All 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.