

Company Name	Taskmaster Resources LTD (the Company)
Policy Name	Modern Slavery Statement
Date	January 2023
Review Date	December 2023

This statement is made as part of Taskmaster's commitment to eliminating the exploitation of people under the Modern Slavery Act 2015 (the Act). It summarises how Taskmaster 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 January 2023 to December 2023. It was approved by the board of directors on 20th December 2022.

1 Our Business

Taskmaster Resources LTD is a limited company operating in the recruitment sector. We provide introduction services and supply temporary workers in the following sectors.

- Catering
- Commercial
- Driving
- Industrial

Taskmaster Resources 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. Some of these work-seekers operate through their own limited companies and some work-seekers are provided by other recruitment businesses.

The hiring companies that we work with are located in the UK. The work-seekers/ workers we supply live in UK

1.2 Other relationships

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

- Sector-specific professional and regulatory bodies
- Sector-specific industry bodies
- REC
- Association of Labour Providers
- ARC
- SEDEX
- Stronger Together
- Safer Jobs

2 Our Policies

Taskmaster has a modern slavery policy

In addition, Taskmaster 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

Taskmaster'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.

3 Our Processes for Managing Risk

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

- We review the potential for risk at regular intervals, including the possibility of auditing a supplier.
- After due consideration, we have not identified any significant risks of modern slavery, forced labour, child 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 require the businesses we work with to abide by our code of supplier conduct / address modern slavery concerns in their policies / publish a modern slavery statement.
- We collaborate with our suppliers in order to improve standards and transparency across our supply chain.
- No young person under 16 may be employed, no person under 18 should be employed on nights or in a hazardous job. Employment should not be detrimental to their education, health or physical, mental, moral or social development.
- 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.
- We work with Stronger Together, Sedex and ALP in order to combat the risk of modern slavery and human trafficking.

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

4 Our Performance

As part of monitoring the performance of Taskmaster, we track the following general key performance indicators:

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 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.

We benchmark our indicators against industry best-practice in order to ensure that we do not put undue pressure on our suppliers that might increase the potential for risk.

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, human trafficking, and child labour 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.

Miranda Atkinson

Director – Support Operations