

## Modern Slavery Policy

1. The Core Partnership Ltd is committed to eliminating modern slavery, human trafficking, forced labour, and similar human rights abuses.
2. The Core Partnership 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. The Core Partnership Ltd provides appropriate training and awareness information for all of its staff. In particular:
  - Our leadership team receive training in identifying and resolving concerns around modern slavery and human trafficking.
  - 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 Managing Director.
5. Reports surrounding these issues are taken extremely seriously by our senior leadership team, 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,
  - 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 percentage of suppliers who sign up to an appropriate code / provide their own modern slavery statements,
  - 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 review our modern slavery statement on an annual basis.
8. We would also recommend reading this in conjunction with our other policies, including our:
  - Corporate social responsibility policy,
  - Anti-bribery / corruption policy, and
  - Whistle-blowing policy.

### The Core Partnership Ltd

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VAT no. 101 9428 42

recruiting company secretaries,  
governance and compliance people

## Modern Slavery Statement

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

### Our Business

The Core Partnership Ltd is a limited company operating in the recruitment sector. We provide introduction services and supply temporary workers in the corporate governance and company secretarial sectors.

The Core Partnership Ltd is an independent business.

- **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. Some of our work-seekers are supplied via other businesses, who facilitate providing them to the eventual hiring company.

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

- **Other relationships**

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

- sector-specific professional and regulatory bodies
- sector-specific industry bodies
- the Recruitment and Employment Confederation ([www.rec.uk.com](http://www.rec.uk.com))

- **Our Policies**

The Core Partnership Ltd has a modern slavery policy.

In addition, The Core Partnership Ltd has the following policies which incorporate ethical standards for our staff.

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

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- **Policy development and review**

The Core Partnership's policies are established by our senior leadership team, based on advice from HR professionals, industry best practice and legal advice, and in consultation with the REC. We review our policies as needed to adapt to changes.

- **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.
- 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 reserve the right to conduct spot-checks of the businesses who supply us, in order to investigate any complaints.
- 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 try to 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.

- **Our Performance**

As part of monitoring the performance of The Core Partnership Ltd, we track the following general key performance indicators:

- The level of training amongst our staff,
- The speed with which we investigate related complaints, and the effectiveness of any whistle-blowing procedures, and/or
- The level of compliance and transparency we have established in the supply chain.

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

- the percentage of suppliers who sign up to an appropriate code / provide their own modern slavery statements
- 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, in order to ensure that we do not put undue pressure on our suppliers that might increase the potential for risk.

### **Our Training**

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

- Our leadership team receive training in identifying and resolving concerns around modern slavery and human trafficking.
- 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.

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