



Gradsouthwest Limited Modern Slavery Statement

This statement is made pursuant to s.54 of the Modern Slavery Act 2015 and sets out the steps that Gradsouthwest Limited has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. Gradsouthwest Limited has a zero tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

Our business – Gradsouthwest Limited operates graduate job boards and recruitment related services. We operate in the UK, supporting employers to recruit graduates across all business sectors. We do not have international operations, and suppliers are usually UK-based.

Our high risk areas - The UK Government produced a Recruitment Industry factsheet – and although we do not recruit staff directly for our customers, we do make the factsheet available to the employers using our job board service. We only advertise jobs paying the UK minimum wage.

Our policies - We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

1. Anti-bribery policy.
2. Complaints Policy and Procedure.
3. Equal Opportunities and Diversity Policy.
4. Procurement Policy and Procedures.

Our suppliers - Gradsouthwest Limited operates a procurement policy and procedures. We conduct due diligence on all suppliers before allowing them to become a supplier. This due diligence includes an online search to ensure that particular organisation has never been convicted of offenses relating to modern slavery.

Training - We regularly conduct training for our Directors so that they understand the signs of modern slavery and what to do if they suspect that it is taking place within our supply chain.

Approval for this statement - This statement was approved by the Board of Directors on 15 November 2017, and updated and approved on the 4 April 2019.

Name: Dr Deborah Watson
Signature: D. Watson
Date: 04 April 2019