

Modern slavery statement

Organisation

This statement applies to Vantage HR Consultancy Limited (referred to in this statement as “the Organisation”). The information included in the statement refers to the financial year 2024-2027

Definitions

The Organisation considers that modern slavery encompasses:

- human trafficking
- forced work, through mental or physical threat
- being owned or controlled by an employer through mental or physical abuse or the threat of abuse
- being dehumanised, treated as a commodity or being bought or sold as property
- being physically constrained or having restrictions placed on freedom of movement.

Commitment

The Organisation acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. The Organisation understands that this requires an ongoing review of both its internal practices regarding its labour force and its supply chains.

The Organisation does not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to the Organisation in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. The Organisation strictly adheres to the minimum standards required for its responsibilities under relevant employment legislation in the United Kingdom.

Supply chains

To fulfil its activities, the Organisation's main supply chains include those related to recruitment, onboarding, performance management, learning and development, and employee relations management, e.g., the supply of human resources from various professional backgrounds in both the United Kingdom and, possibly, abroad.

Potential exposure

The Organisation considers its main exposure to the risk of slavery and human trafficking to exist in recruiting new staff who might not have the right to work in the UK, but with proper vetting, the risk reduces, or when checking professional qualifications obtained from outside the United Kingdom

In general, the Organisation considers its exposure to slavery/human trafficking to be relatively limited.

Steps

The Organisation carries out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in its organisation or supply chains, including conducting a review of the controls of its suppliers.

The Organisation has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.

In accordance with section 54(4) of the Modern Slavery Act 2015, the Organisation has taken the following steps to ensure that modern slavery is not taking place:

The above should include steps relating to:

- reviewing your supplier contracts to include termination powers in the event that the supplier is, or is suspected, to be involved in modern slavery
- measures in place to identify and assess the potential risks in its supply chains
- undertaking impact assessments of its services upon potential instances of slavery
- creating action plans to address risk to modern slavery
- any actions taken to embed a zero-tolerance policy towards modern slavery
- any training provided to staff on modern slavery.

If you have taken no steps, this fact should be stated.]

Key performance indicators

The Organisation has set the following key performance indicators to measure its effectiveness in preventing modern slavery from occurring within the Organisation or its supply chains.

Policies

The Organisation has the following policies that further define its stance on modern slavery [include links to any policies that relate to your commitment to eradicating slavery, e.g., a modern slavery policy; a corporate social responsibility policy; a supplier code of conduct; a recruitment policy].

Slavery Compliance Officer

The Organisation has a Slavery Compliance Officer, to whom all concerns regarding modern slavery should be addressed, and who will then undertake relevant action with regard to the Organisation's obligations.

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2015 and will be reviewed for each financial year.

Date of approval: 02/01/2024

Signed: Moses Simon Soro
Print name: Mr Moses Soro
Job Title: Director

VANTAGE HR CONSULTANCY LIMITED

Date: 02/01/2024