

Modern Slavery Policy

1. Employment of London Ltd is committed to eliminating modern slavery, human trafficking, forced labour, and similar human rights abuses.
2. Employment of London 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. Employment of London Ltd provides appropriate training and awareness information for all of its staff. In particular:
 - 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 senior management.
5. Reports surrounding these issues are taken extremely seriously by our senior management, 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 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 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.
 8. We would also recommend reading this in conjunction with our other policies, including our:
 - Corporate social responsibility policy,
 - Ethical procurement policy,
 - Anti-bribery / corruption policy, and
 - Whistle-blowing policy.

This policy was adopted on 16th May 2015 after being agreed by Muhammad Khuram Tufail. It is reviewed annually and was amended on the 3rd January 2025

Modern Slavery Statement

1 Our Business

Employment of London is a limited company operating in the recruitment sector. We provide introduction services & supply temporary workers in the Industrial, Driving and Hospitality sectors.

Employment of London 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.

The hiring companies that we work with are located Nationwide at various locations. The [work-seekers / workers] we supply live Nationwide at various locations.

1.2 Other relationships

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

- Recruitment Employment Confederation
- Agency Labour Providers
- Gangmasters Labour Abuse Authority

2 Our Policies

Employment of London has a modern slavery policy on our website www.eoll.co.uk.

2.1 Policy development and review

Employment of London's policies are established by our senior team, based on advice from HR professionals, industry best practice and legal advice. We review our policies 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:

- When engaging with suppliers, we ask for evidence of their processes and policies, including commitments around modern slavery, human trafficking, forced labour, human rights, and whistle-blowing.

After due consideration, we have not identified any significant risks 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 require the businesses we work with to 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.
- 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 GLAA and ACAS 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

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

- Suppliers provide their own modern slavery statements
- the level of modern slavery training and awareness amongst our staff

5 Our Training

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

- Our senior team receive detailed 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. Training is refreshed annually.