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# Slavery Statement

## The REED Group

### Anti-Slavery and Human Trafficking Statement 2020

#### Introduction

This statement is the Reed Group's ("REED") anti-slavery and human trafficking statement, covering in particular, Reed Global Limited ("RGL"), Reed Specialist Recruitment Limited and its subsidiary, Reed Staffing Services Limited (referred to together as "RSR"), Reed Online Limited ("ROL"), and Reed in Partnership Limited ("RinP"). REED was founded by Sir Alec Reed in 1960 to provide a range of recruitment related services to both individuals and organisations. REED is still owned by the Reed family and it is committed to the following values:

1. We are Fair, Open and Honest;
2. We Take Ownership; and
3. We Work Together

These values are directly relevant to the issues associated with eradicating the evil of modern slavery and REED is committed to developing and improving its processes to combat slavery and human trafficking.

#### Structure

Reed Global Limited is the ultimate holding company of the Reed Group, and RSR, ROL and RinP are its principal subsidiaries. These subsidiary companies operate in the UK, and provide a wide range of recruitment related services, including the following:

1. Recruitment services through a national branch network, outsourcing, HR consultancy, project delivery and screening through RSR;
2. Online recruitment services and distance learning courses through ROL; and

- Public services designed to: (i) support disadvantaged people into sustainable employment; (ii) support people to gain the skills they need to enter and progress in employment; (iii) assist and inspire young people to fulfil their potential; and (iv) improve employees' health and wellbeing through RinP.

REED employs around 2,700 people in approximately 120 offices across the United Kingdom, from where it delivers its services to work seekers and employers across the country.

Although RGL has subsidiary companies overseas which provide recruitment related services in other jurisdictions, these do not form part of the UK subsidiary companies' supply chain.

## Business

### RSR

RSR is a specialist provider of permanent, contract, temporary and outsourced recruitment solutions, with over 20 divisions dealing with a wide variety of specialisms, such as finance, technology, education and social care.

### ROL

ROL operates reed.co.uk, a job site which provides a full online recruitment service. ROL advertises vacancies on behalf of employers and recruitment agencies. Candidates can also upload profiles and CVs and elect to make them available to recruiters.

reed.co.uk also offers a wide range of online and distance learning courses.

### RinP

RinP provides public service contracts on behalf of government departments and other public bodies (e.g. Department for Work & Pensions, Education & Skills Funding Agency, National Citizen Service Trust, local authorities etc.) These contracts are either solely financed by public funds or co-financed with the European Social Fund. RinP is also sub-contracted by other organisations to deliver public services on their behalf. RinP public services are focused on the provision of employment, skills and training services, youth services, and health and wellbeing.

## Supply Chains

REED's priority is the management of labour in its supply chains, including formal programmes of supplier audits designed to ensure that suppliers are operating ethically and within the scope of UK law.

### RSR

RSR's supply chains are limited to those individuals and organisations who provide RSR with the goods and services needed to operate its business, such as stationery and IT equipment, and other recruitment agencies which may be engaged as support suppliers to clients who outsource the management of their recruitment needs to RSR.

RSR audits its supply chain to ensure that Umbrella Companies are affiliated to the FCSA or Professional

Passport. RSR is also committed to transparent supply chains through its commitment to the SAFERjobs initiative.

## ROL

ROL's supply chains are limited to those individuals and organisations who provide it with the goods and services needed to operate its business, such as stationery and IT equipment.

Job Adverts:

ROL has identified the prevention of fake or misleading job adverts as a priority to manage risk effectively. ROL carries out due diligence on all new customers who wish to advertise job vacancies on reed.co.uk prior to granting access. ROL also seeks to ensure that no fake or fraudulent job adverts are posted on its website in order to reduce identity theft and fraud. All of ROL's job adverts have a "Report this Job" function, where jobseekers can flag jobs which are not genuine, which ROL then reports to SAFERjobs. ROL regularly trains its staff on the vetting of new customers and how to spot fake jobs. ROL also benefits from intelligence sharing from SAFERjobs.

## RinP

RinP's supply chains are three-fold:

1. Other public service providers to whom elements of the public service contracts delivered by RinP are subcontracted. These providers will typically either deliver end-to-end services in a particular geographical area or specific elements of RinP's service. RinP complete full due diligence checks before appointing sub-contractors and monitor performance throughout the contract.
2. RinP may on occasion utilise specialist call-off provision to complement its in-house delivery.
3. Those individuals and organisations which provide RinP with the goods and services needed to operate, such as stationery and IT equipment.

## Policies and Due Diligence Processes for Preventing Slavery and Human Trafficking

REED is committed to ensuring that there is no modern slavery or human trafficking in its supply chains or in any part of its business. REED's Anti-Slavery and Human Trafficking Policy reflects this commitment to acting ethically and with integrity in all its business relationships. It also reflects the commitment to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in REED's supply chains. The Policy implements processes to identify, monitor and mitigate risk areas, as well as encouraging reporting and protecting whistleblowers.

These processes are implemented and monitored by individuals working in REED's Compliance, Legal and Human Resources teams.

## Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in its supply chains, REED has included a training module on modern slavery and human trafficking, completion of which has been made mandatory for all appropriate employees, including all Supply Chain Management across the Group.

## Effectiveness in Combating Slavery and Human Trafficking

REED keeps its policies and processes under constant review to ensure compliance with the law and best practice. REED has introduced a Group audit schedule to ensure that its effectiveness in eliminating slavery and human trafficking is regularly and consistently tested with escalation routes clearly identified.

As of 2019, REED has formed an internal modern slavery working group to review compliance to REED Group policy as well as to ensure continuous improvement to monitoring processes by responding to changing risks.

## 2020-21 Aims

REED will:

1. improve training and awareness by developing and tailoring eLearn content.
2. continue to develop and implement a Group risk framework which includes monitoring and evaluating modern slavery as a risk across REED.
3. ensure continuing improvements to processes to identify, monitor and combat modern slavery through the modern slavery working group.

**Any concerns about this statement or modern slavery can be raised with REED by emailing: [compliance.escalations@reedglobal.com](mailto:compliance.escalations@reedglobal.com)**

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the Reed Group's slavery and human trafficking statement for the financial year ending in 2020. This statement has been agreed by the Reed Global Limited Board of Directors on 31 July 2020 and signed off on its behalf by an Executive Member of the Board.



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