

## **MODERN-SLAVERY STATEMENT**

### **INTRODUCTION**

Modern Slavery is a crime and gross violation of fundamental human rights. Synergi Search and Select Ltd has a responsibility to be alert of the risks, however small, in our business and in the wider supply chain. Staff are expected to report concerns and management are expected to act upon them.

This statement sets out Synergi's actions to understand all modern slavery risks related to business and to ensure steps are maintained to prevent slavery and human trafficking. This statement is made pursuant to section 51(1) of the Modern Slavery Act 2015 and constitutes our company's slavery statement for the financial year ending 31<sup>st</sup> December 2021.

### **OUR BUSINESS**

Synergi Search and Select Ltd is a recruitment agency with 13 employees and has a national annual turnover of £2.5 million (Dec 2020). We have on average 40 engineers deployed on assignments across the UK weekly and place in excess of 30 permanent engineers into private funded organisations.

We principally operate in the United Kingdom and have 1 office based in Watford.

### **NATURE OF OUR SUPPLY CHAIN**

Synergi's supply chains include the sourcing of office equipment and suppliers principally related to the provisions of recruitment services.

The relationship with all our suppliers has been established over a number of years and is built upon mutually beneficial factors, where we have close and personal links and contact with the owners or directors, typically reflecting the fact that we partner with small and medium sized operations in the main.

As and when we have new contractors or supplies come on-board we pre-qualify any new firm through a series of diligence, relating to company performance, HS&E compliance and references from other customers to establish they are suitable.

### **POLICIES RELATING TO SLAVERY AND HUMAN TRAFFICKING**

Our modern slavery policy reflects our commitment to acting ethically and with integrity in all our business activities and relationships and implementing and enforcing effective procedures and controls to minimise the risks of modern slavery practices infiltrating our business operations or supply chains.

We also make sure our suppliers are aware of our policies and ask that they adhere to the same high standards.

## **RISK ASSESSMENT**

We use the Risk Management processes to assess which of our own activities and supply chains represent the highest risks in respect of slavery or human trafficking, in particular, geography, sector and cost of supply.

## **DUE DILIGENCE PROCESSES IN RELATION TO SLAVERY**

In order to monitor and mitigate the risks of slavery occurring within our supply chains we aim to follow the due diligence processes in relation to new suppliers identified as being high risk according to the risk assessment procedures described above. Also, as part of our initiative to identify and mitigate risk:

- Where possible we build long standing relationships with suppliers and make clear our expectations of business behaviour.
- With regards to national or international supply chains, our point of contact is preferably with a UK company or branch and we expect their entities to have suitable anti-slavery and human trafficking policies and processes. We expect each entity in the supply chain to, at least, adopt "one-up" due diligence on the next link in the chain. It is not practical for us (and every other participant in the chain) to have a direct relationship with all links in the supply chain.
- Where non UK based companies form part of our supply chain we will seek the same assurances that they comply with the letter and ethos of the Modern Slavery Act.
- We have in place systems to encourage the reporting of concerns and the protection of whistle blowers.

## **SUPPLIER ADHERENCE TO OUR VALUES**

We have zero tolerance to slavery and human trafficking. We expect all those in our supply chain and contractors comply with our values.

The Directors are responsible for compliance in their respective Business Units and for their supplier relationships.

## **STAFF TRAINING**

We will provide training to relevant members of staff at Induction to ensure that they understand the risks of modern slavery infiltrating our business or supply chains and effective operation of our policies and procedures are aimed at mitigating this risk.

All Directors have been briefed on the subject.

We make specific provision in our Whistleblowing Policy or the protection of those who whistle blow in relation to any issue of modern slavery.

**Signed**

A handwritten signature in black ink that reads "Anna Cooper". The signature is written in a cursive, flowing style.

**Anna Cooper**  
**Director**

**January 2022**