

The Reed Group

Anti-Slavery and Human Trafficking Statement 2018

Introduction

Reed Specialist Recruitment Limited and its subsidiaries, Reed Professional Services LLP and Reed Staffing Services Limited (hereinafter referred to together as 'RSR'), Reed Online Limited (hereinafter referred to together as 'Online'), and Reed in Partnership (hereinafter referred to as 'RinP') belongs to the family of companies founded by Sir Alec Reed in 1960 to provide a range of recruitment related services to both individuals and organisations. The Reed Group is still owned by the family and it remains committed to their 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

The Reed Group provides a very wide range of recruitment related services, what might be best described as 'traditional' recruitment services through RSR, 'e-recruitment' services (a job site), matching candidates seeking both temporary and permanent employment with employers looking to fill various roles through Online, and the provision of 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 and (iii) inspire young people to fulfil their potential through RinP.

REED's registered office is at Academy Court, 94 Chancery Lane, London, WC2A 1DT and although its headquarters remain in London (it was founded in Hounslow), it now employs over 2,500 people in 120 offices across the United Kingdom, from where it delivers its services to work seekers and employers across the country.

Although RSR does have sister companies overseas which provide recruitment related services in other jurisdictions, REED's services are limited to activity in the United Kingdom.

REED's Business

Reed Specialist Recruitment (RSR)

As a specialist provider of permanent, contract, temporary and outsourced recruitment solutions, RSR subdivides its internal business units by specialism, with over 20 such specialisms, each of which is led by a Divisional Director and ultimately answerable to the Managing Director.

Reed Online (Online)

ROL operates reed.co.uk, a job site which provides a full online recruitment service. This means we advertise vacancies on behalf of employers and recruitment agencies who are looking for staff. Candidates can also make upload profiles and elect to make them available to recruiters using reed.co.uk to fill roles.

The website reed.co.uk also offers a range of services to recruiters and employers apart from its traditional 'CV search' and job advertisement functions, which includes a platform for targeting those looking for temporary work.

Reed in Partnership (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 are co-financed with European

Social Fund money. RinP is also sub-contracted by other private and publicly-owned organisations to deliver public services on their behalf. RinP public services are focussed on the provision of employment services, skills and training and youth services.

Employment, skills and training services provide those seeking work, or who are in-work, with advice and guidance, skills and development and mindset interventions along with links to a range of employers, to support them to either enter the employment market or improve their career and pay progression.

Our youth services provide support to young people to develop their confidence, skills and knowledge to enhance their education and employment prospects and their wider contribution to society. Working collaboratively with schools and other educational institutions our services include improving careers guidance, preventing young people from falling out of education, employment or training and delivery of National Citizen Service.

REED's Supply Chains

Reed Specialist Recruitment (RSR)

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

The Reed Group's priority is the management of labour supply chains. In both RinP and RSR there is a formal programme of supplier audits designed to ensure suppliers are operating ethically and within the scope of UK law. RSR are also committed to transparent supply chains through our commitment to the SAFERjobs initiative.

Reed Online

As a UK focussed digital service provider, ROL supply chains are limited to those individuals and organisations who provide ROL with the goods and services needed to operate its business, such as stationery and IT equipment.

Job Adverts

Online have identified the prevention of fake or misleading job adverts as a priority to effectively manage risk. Online carries out due diligence on all new customers, advertising jobs vacancies on Reed.co.uk prior to their access being granted. Online seeks to ensure no fake or fraudulent job adverts are posted on our website, to reduce identity theft and fraud. All Onlines job adverts have a 'Report this Job' function where Jobseekers can make us aware of 'Not a genuine job vacancy', which we then report to SAFERJobs. Online regularly trains sale's Co-Members on vetting of new customers posting job adverts and how to spot fake jobs. Online also benefits from intelligence sharing from SAFERjobs.

Reed in Partnership (RinP)

As a UK focussed public sector provider, RinP's chains are three-fold:

- (i) Other public service providers to whom we sub-contract elements of the public service contracts RinP deliver. These providers will typically either deliver end-to-end services in a particular geographical area or specific elements of RinP'S service.
- (ii) RinP may on occasion utilise specialist call-off provision to complement our in-house delivery.
- (iii) Those individuals and organisations which provide RinP with the goods and services needed to operate, such as stationary and IT equipment.

REED's Policies and Due Diligence Processes for Preventing Slavery and Human Trafficking

The Reed Group 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 Policy reflects this commitment to acting ethically and

with integrity in all its business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in REED's supply chains.

These processes are implemented and monitored by individuals working in REED's compliance, legal and human resources departments.

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 will be mandatory for all appropriate employees.

Completion of this training and any updates that may be required is monitored and enforced by REED's compliance department.

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's HR, Compliance and Legal team support that process and assist in the training of REED employees.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes REED's slavery and human trafficking statement for the financial year ending in June 2019.



Director

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Author:	Legal Department
Editor:	Suzanne Peek [Compliance Executive]
Approved By:	Keith Rosser [Director of Screening & Compliance Services]
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