

Reed Online Limited

Slavery and Human Trafficking Statement 2016

Introduction

Reed Online Limited (hereinafter referred to together as 'Online') belongs to the REED family 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 Online is committed to developing and improving its processes to combat slavery and human trafficking.

Structure

Although the REED Group provides a very wide range of recruitment related services, Online's particular focus is on the provision of what might be best described as 'e-recruitment' services, matching candidates seeking both temporary and permanent employment with employers looking to fill various roles.

Online's registered office is at Academy Court, 94 Chancery Lane, London, WC2A 1DT and it employs over 300 people in two offices across the United Kingdom, from where it delivers its services to work seekers and employers across the country.

Online's ultimate parent company is Reed Global Limited, which has its head office in Malta; and although Online does have sister companies overseas which provide recruitment related services in other jurisdictions, Online's services are limited to e-recruitment activity in the United Kingdom.

Business

Online 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.

Online's Supply Chains

As a UK focussed digital service provider, Online's supply chains are limited to those individuals and organisations which provide Online with the goods and services needed to operate, such as stationery and IT equipment.

As a digital business operating exclusively in the UK there is very limited scope for slavery and human trafficking to take place in Online's business or supply chain, particularly as all of the workers engaged by Online and its suppliers work in the UK and are, therefore, entitled to receive at least the statutory minimum employment rights provided for by law.

Online's Policies on Slavery and Human Trafficking

Online is committed to ensuring that there is no modern slavery or human trafficking in its supply chains or in any part of its business. Online'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 Online's supply chains.

Due Diligence Processes for Slavery and Human Trafficking

Online will be carrying out an audit of all its suppliers and support suppliers and is in the process of contacting each one to confirm their adherence to Online's values and ethics.

Moreover, as all of these suppliers provide their services to Online in the UK they are obliged to ensure that everyone they employ in the UK receives at least the appropriate minimum statutory rights and comply with UK legislation on modern slavery and human trafficking.

Online is also introducing a system to identify and mitigate the risk of slavery and human trafficking in its supply chain by addressing the matter directly with suppliers before entering into any new contracts and has made it clear that whistleblowers will be protected in the event that they highlight any concerns.

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

Training & Awareness

To ensure a high level of understanding of the risks of modern slavery and human trafficking in its supply chains, Online is developing a training module on modern slavery and human trafficking; completion of which will be mandatory for all employees with external supplier responsibility. Online is also publishing an awareness document on the company intranet which is accessible to all employees.

All employees will be notified once the document is released and new employees will be advised during their induction.

Effectiveness in Combating Slavery and Human Trafficking

As this is Online's first Slavery and Human Trafficking Statement, the processes it is developing and steps that it is taking will be kept under review with a view to ensuring that the following criteria are met in advance of the publication of the next statement:

1. Completion of the supplier audit and a report on the steps taken to address any gaps or issues it identifies.
2. Online employees to have completed training on modern slavery and human trafficking;
3. Employees to have been informed of how to access the modern slavery and human trafficking awareness document;
4. All suppliers to have confirmed their adherence to Online's values and ethics relating to modern slavery and human trafficking;
5. All new contracts with suppliers should include clauses which address the parties' obligations in respect of modern slavery and human trafficking; and
6. That any reports of concerns or risks relating to modern slavery and human trafficking are tracked, reported to senior management and resolved.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Online's slavery and human trafficking statement for the financial year ending in June 2016.

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Martin W. J .

Director

Date: 16 December 2016.