



## **Anti-Slavery & Human Trafficking**

### **Policy & Statement**

#### **Overview**

Proventure Consulting recognise that modern slavery is an international crime and violation of human rights. Its victims are deprived of liberty, via forced and compulsory labour and exploited for personal or commercial gain.

Our purpose is to contribute to a better society, and we are clear of the important role we play in respecting individuals, promoting fairness and transparency and embedding these principles into the fabric of our own culture and that of our clients and any suppliers or contractors we work with. We work collaboratively with these partners to ensure only those who meet our quality and ethical standards form part of our supply chain. Compliance with the Modern Slavery Act 2015 (MSA) and all related good employment practices is a core requirement and expectation.

#### **Proventure – what we do**

Here at Proventure we provide executive search and selection services and organisational development services into the public, private and not for profit sectors. We are commissioned by clients to identify high calibre, senior level candidates, provide assessments of these candidates and support in the appointment to target roles. As a small business we work flexibly from a base in Manchester and while we work nationally, have a pride and affinity to the North of England. Due to the nature of our work being service based, relatively specialist and being a small business our operations do not require an intricate supply chain.

#### **Our Policy**

We use the following documentation to communicate our policies and set standards and expectations internally and with our supply chain:

- This Anti – Slavery statement.
- As part of our Induction and Training materials in order to highlight and reinforce our agreed operational and vetting procedures.
- Minimum standards agreement to ensure all suppliers confirm compliance with MSA.

## **Due Diligence**

We work with our clients to ensure there is appropriate vetting of candidates who we place. In most circumstances we undertake to acquire professional work references from previous two employers at the end of a process where we will have interviewed face to face each candidate. If this is not possible interviews will be via video call. For those candidates offered permanent or interim work, our clients then directly acquire:

- Registration of full personal details, including National Insurance number.
- Identification check – photographic ID with a proof of address.
- Right to work in the UK

Due to the nature of our services and our size, we use a limited range of suppliers and assess whether our suppliers are at risk of modern slavery. We have concluded that the risk is currently low. However before entering into any new supplier relationships, we assess them by reviewing their own MSA policies and practices.

## **Training and development**

We raise awareness amongst all of our team members of the risks of modern slavery through our induction process for new joiners and an annual reminder to all employees.

## **Responsibility and compliance**

The Board of Proventure Consulting has overall responsibility for ensuring that this policy is embedded and complies with our legal and ethical obligations. The Managing Director (Stephen Cooley) has responsibility in ensuring that it is implemented as part of our day-to-day operations.