



Modern Slavery Act 2015

Last updated: January 2024

1. Slavery and Human Trafficking Statement

- 1.1 HR and You Ltd is proud of the steps we have taken to combat slavery and human trafficking, yet we are committed to continuously improve our practices relating to these issues.
- 1.2 Modern slavery is a crime and a violation of fundamental human rights.
- 1.3 It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another to exploit them for personal or commercial gain.
- 1.4 As a business we are committed to acting ethically and with integrity in all our business dealings and relationships and we will strive to further implement and enforce effective systems and controls to prevent modern slavery from taking place anywhere in our own business or in our supply chain.
- 1.5 We are also committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chains, consistent with our disclosure obligations under the Modern Slavery Act 2015.

2. HR and You Ltd Business Overview and Turnover

- 2.1 HR and You Ltd is a Northwest based HR Outsourcing Business we offer legal commercial services in addition to this, we cover the whole UK, we provide a comprehensive service of HR, Employment Law Outsourcing to clients in small, medium and large business sectors and in varying industries, we also offer a wide range legal commercial services, Pay&Go Services should clients need help 'on demand; and the provision of template documents via our online e-commerce site.
- 2.2 HR and You Ltd has been trading since August 2018, we are registered at company's house, 14324806, and we are based at Unit 13, Dunscair Business Park, Blackburn Road, Egerton, BL7 9PQ.
- 2.3 We are a team of 8, yet growing every day, our overarching aim is to bring out the absolute best in people.
- 2.4 In 2024 we will have a strong trading statement.

3. The HR and You Ltd business Model

- 3.1 The HR and You Ltd business is organised into 6 principal business areas which operate under the one model of HR and You Ltd, these are:
 - a. retained HR Outsourcing – the provision of Hr Support to businesses across the UK
 - b. project Work – HR Advice, Support and Guidance
 - c. legal Commercial – the provision of legal commercial documentation
 - d. e-Commerce – Online toolkit for purchasable documentation both HR, legal and Commercial
 - e. employment Law – Advice and Guidance (this includes Consultant Fee Earner Project Work)
 - f. HR Consultancy Projects

- 3.2 As a business HR and You Ltd provides the services to the end user by utilising our in-house and consultants, we ensure that our end users have access to the very best support, the best advice and support at a time that suits them, we are able to maintain our cost controls as we have low overheads, we use consultants and we do not have any creditors in the business, this makes us a viable business proposition.

4. Our Supply Chains

- 4.1 As a Company we have a limited need for suppliers, where we do, we use local, and UK providers where possible.
- 4.2 As a result, we apply a proportionate response whereby we concentrate on those products and services of the highest value, importance, or risk (whether that risk is identified by product and/or service category or geographical location) (Risk Based Approach) when assessing the potential for modern slavery within our supply chains.

5. Our Policies on Slavery and Human Trafficking

- 5.1 Each member of HR and You Ltd embraces our policies and procedures, and we do so by using a risk-based approach as our foundation, these may have subtle nuances dependant on the individual, and the role and activity stream. That being said, the goal and approach is broadly consistent for all.
- 5.2 We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business.
- 5.3 Our Anti-Slavery and Human Trafficking Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to strive to ensure slavery and human trafficking is not taking place anywhere in our supply chains.
- 5.4 In addition to our updated Anti-Slavery and Human Trafficking Policy each associate has a number of longstanding and complimentary polices which have dovetailed together to form a tapestry of compliance in this area.
- 5.5 For example, certain of our subsidiaries' Codes of Conduct, Whistleblowing Policies and Corporate Social Responsibility Framework all help underpin our efforts to mitigate the risk of modern slavery within our supply chains.
- 5.6 We expect the same high standards from all our contractors, suppliers, and other business partners, and as part of our processes when on-boarding new suppliers, where possible we include specific prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, whether adults or children, and we expect that our suppliers will hold their own suppliers to the same high standards.

6. Our Due Diligence Processes for Slavery and Human Trafficking

- 6.1 As part of our initiative to identify and mitigate risk we utilised our Risk Based Approach to identify those suppliers of particular interest as far as modern slavery is concerned.

6.2 Again, our approach varies across individual roles, but representative actions are as follows:

- a. protect whistle blowers
- b. training
- c. continuous Improvement

7. Supplier Adherence to our Ethics

- 7.1 At HR and You Ltd we wish to act ethically and with integrity in all our business dealings and relationships.
- 7.2 To ensure all those in our supply chain and contractors comply with our ethics we have in place a supply chain compliance programme within our various subsidiaries, again with differences for each of our Associates to reflect the varying nature of their activities.
- 7.3 We have Associates on hand to assist with any risks arising out of modern slavery within our business, which cover and can involve the following departments and resources:
 - a. quality and compliance
 - b. procurement
 - c. human resources

8. Our Commitment to Training

- 8.1 To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we will strive to provide training on our various policies to our Associates where necessary, and or relevant on an ad hoc basis.

9. Our Effectiveness in Combating Slavery and Human Trafficking

- 9.1 We have not identified any suppliers across the business who may potentially be failing to meet our high standards.
- 9.2 We have taken the conscious decision not to use E-Bay as a provider due to the volume of non-UK and non-locally sourced providers.
- 9.3 Accordingly, alternative local suppliers have been sourced and have either been substituted or are in the process of being substituted at the time of writing this statement.

10. Improvement Actions During the Next Financial Year

- 10.1 As part of the process of preparing this statement, we have identified a number of areas that we feel might benefit from a review to ensure that we are as effective as we can be in the business combating slavery in our supply chains.
- 10.2 Consequently, the Director, Fran Crossland has been tasked to conduct an internally facilitated review to bring insights on the ways that we can improve our processes towards tackling slavery and human trafficking.
- 10.3 As part of that review, we shall:
 - a. look at the ways that best practice can be shared internally within the Company



- b. evaluate our internal training and ascertain if it can be improved including awareness of our policies
- c. to assess our KPIs on monitoring and capturing any issues as regards slavery and human trafficking
- d. review our whistleblowing policies to ensure that they are fully compatible with our new our Group Anti-Slavery and Human Trafficking Policy
- e. identify any other improvement that may be made and to ensure steps are in place to continually monitor, evaluate and improve

10.4 This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the HR and You Ltd slavery and human trafficking statement for 2024.

-----End of Statement-----