



Modern Slavery Act 2015 Compliance Statement 2019-2020

Company Business Model

Within the UK, Advantage is organised into two operating companies or business groups:

Advantage Resourcing UK also trading as Crone Corkill is a national recruitment consultancy specialised in the recruitment and placing of highly qualified candidates in a variety of business roles, including technical, IT, engineering, finance, accounting, legal and executive support.

Advantage xPO specialises in providing professional outsourcing services. Advantage xPO offers to clients a range of workforce solutions including Recruitment Process Outsourcing (RPO), Managed Service Provider or Program (MSP)(also known as Contingent Workforce Management), workforce consulting and procurement, project management, payroll, and functional outsourcing for corporate divisions. Advantage xPO provides integrated talent and workforce management services that allow companies to transform its business performance.

Company Policy

Advantage is fully committed to eliminating modern slavery, human trafficking, forced labour, and similar human rights abuses and we have zero tolerance approach to modern slavery and human trafficking.

Advantage recognises the key responsibility it has within the supply chain of skilled labour and professionals to ensure that all individuals sourced, procured or engaged are treated fairly, ethically and in compliance with legislative requirements.

Throughout its core businesses Advantages holds itself accountable for ensuring that it and third party Suppliers are aware of the impact and requirements of the Modern Slavery Act 2015.

Advantage is a member of The Association of Professional Staffing Companies (APSCO) which further demonstrates our commitment to adhering to the highest industry standards.

Company Training

All Advantage directors, senior managers and employees are given training to raise awareness of individual and collective responsibilities under the Modern Slavery Act 2015.

The training is mandatory for all employees during the first 6 months of their employment.

We ensure that we are prepared to engage our Clients and third party Suppliers to achieve alignment in the procurement and supply chain to address respective responsibilities of the Modern

Slavery Act 2015 in order to implement and maintain an effective and transparent process of compliance.

Our Policies

Advantage maintains the following policies, which are provided to our staff upon joining our business.

- **Code of Conduct**

The fundamental principle in our code of conduct policy is that all business conducted by members of Advantage must meet the highest moral and ethical standards as well as comply with the law. Advantage is committed to eliminating unethical behaviour and conflict of interest within our organisation and we encourage employees to disclose any such activities.

- **Diversity and equality policy**

The policy aims to eliminate discrimination in employment of new staff and through the policy we enforce our strong beliefs that the qualifications, merit and experience of an applicant should be the sole criteria when putting forward an applicant for employment or engagement.

- **Human rights policy**

The policy promotes sound ethical values and human rights principles to our staff.

- Employees should conduct themselves in accordance with highest ethical standards
- No discrimination is practiced within our organisation
- Employment is freely chosen. No forced, bonded or involuntary prison labour is permitted;
- Our employees are able to work in an environment free of physical, psychological or verbal abuse, the threat of abuse and sexual or other harassment and accordingly, these are prohibited.
- Advantage prohibits the use of all forms of forced labour, including prison labour, indentured labour, bonded labour, military labour, slave labour and any form of human trafficking.
- Employees shall be paid wages and benefits for a standard working week that meet national minimum requirements.
- Employees shall be informed of their working conditions in written and understandable format with respect to their wages and circumstances of each payment.
- Prohibition of Child Labour

- **Whistleblowing policy**

The policy encourages staff to report suspected wrongdoing as soon as possible, in the knowledge that their concerns will be taken seriously and investigated as appropriate, and that their confidentiality will be protected wherever possible. This including instances of Modern Slavery or Human Trafficking.

Compliance Process for Slavery and Human Trafficking

Regardless of whether sourced, procured or engaged directly or indirectly via third party Suppliers, Advantage ensures a thorough process of compliance with respect to the following minimum requirements in respect of all engagements:

- We obtain consent from all Workers to represent them as agent to Clients
- We engage with Workers who have the legal right to work in the UK and we check this following the guidance set out by the Home Office
- We operate processes in compliance with the Agency Workers Regulations to ensure that our Workers receive equal treatment and fair remuneration
- We ensure transparency of rates and charges payable to Workers by providing a written contract to all Workers outlining the terms and conditions of their engagement, their pay and job requirements
- We ensure our Workers are engaged in a legally compliant working environment
- Our Workers have the unconditional right to refuse to provide services to Clients
- We operate Scheduled Compliance Audits on all Worker to ensure compliance with legal and client requirements

Our Supply Chain

As a managed service provider, Advantage xPO works with a number of UK based recruitment companies who form part of our supply chain. The role of our supplying agencies is introduction of workers to our end clients under the management of Advantage xPO.

Our approach to supply chain management is based on the principles of fairness, transparency and compliance. All new suppliers are subject to thorough checks, including financial and compliance checks, to ensure that they are financially sound and ethical businesses, who operate in line with legal and best practice requirements.

We operate scheduled supply chain audits ensuring that any workers sourced by suppliers receive a high level of service in line with legal and contractual requirements.

Compliance Statement Summary

We accept our responsibility as a key entity within the procurement and supply chain of skilled labour and professionals.

We endeavour to achieve the intended outcomes of the Modern Slavery Act 2015 through monitoring the conduct and processes of our business groups in addition to those of our third party Suppliers.



During the course of 2019-2020, Advantage will

- Continue to strengthen our training materials and raising our staff awareness about Modern Slavery
- Collaborate with our clients in this area
- Strengthen the due-diligence for new suppliers

As part of our efforts in this area, we publish a modern slavery statement on an annual basis.

This statement has been approved on 15/05/2019

by Joanna Oakley,
UK Operations Director

A handwritten signature in black ink, appearing to read "Joanna Oakley".