

## **Modern Slavery and Human Trafficking Statement**

BIE Executive are committed to ensuring that our staff and any candidates we supply, whether directly or indirectly, are not subject to behaviour or threats that may amount to modern slavery, human trafficking, forced labour, or similar human rights abuses. We have a responsibility to be alert to the risks, however small, in our business and in the wider supply chain.

This statement sets out BIE Executive's actions to understand all potential modern slavery risks related to our business and to ensure steps are maintained to prevent both slavery and human trafficking.

### **BIE Executive background**

BIE Executive Limited is an independent SME which operates in the permanent and interim recruitment sector, providing senior level candidates with expertise in specialisms HR, Finance, Business Transformation and similar Board Roles. Our client base is broad in terms of size and sector. Clients and candidates alike are mostly UK sourced and based but some of our work is located in Europe and beyond.

Our business thrives driven by its strong network of personal connections and relationships. Clients and candidates are either already known to us or identified by our team as part of our operating processes.

We have approximately 30 staff working in a variety of client facing and supporting roles, and an annual turnover for the year ended 31 March 2019 of £40M (2018: £34M).

### **BIE Executive: policies in relation to slavery and human trafficking**

BIE Executive's Modern Slavery Policy, along with our Health and Safety Policy and Anti-Bribery Policy reflect our commitment to acting ethically and with integrity in all our business relationships.

### **Assessing the risk of slavery and human trafficking occurring in our business and supply chains**

In order to assess the risk of modern slavery occurring in our supply chain, we use the following processes:

- Regularly review our existing supply chain, considering factors including client base, location, length of supply chain;
- Identify and assess potential risk areas when considering taking on new suppliers and renewing terms with existing suppliers;

After due consideration, we have not identified any significant risks of modern slavery, forced labour, or human trafficking in our supply chain. However, we continue to be alert to the potential for problems.

Further steps we will be undertaking in coming months to support the assessment and management of risk in the supply chain include:

- In our standard business terms with suppliers, incorporate contractual provision for adherence to Modern Slavery legislation.
- Encourage staff to raise any concerns or suggestions for improvement directly with the board.
- Continue to collaborate with new and existing clients and suppliers via provision of information as needed to improve transparency throughout the supply chain.
- When onboarding new suppliers, ask for details of risk management processes and documentation, including grievance mechanisms to address modern slavery, and actions taken to embed respect for human rights and zero tolerance of modern slavery throughout the organisation.

### **Effectiveness in ensuring that slavery is not taking place in our business and supply chains**

BIE has no KPIs in place which are incompatible with tackling modern slavery in the supply chain. For example, there are no requirements to source lowest cost product in short time frames, which could increase pressure on the supply chain leading to poor practice including modern slavery.

We will monitor our effectiveness at ensuring there is no slavery in our supply chain using the following metrics:

- The level of modern slavery training and awareness amongst our staff
- The effectiveness of any action taken against suppliers who breach policies

We will review performance against these metrics regularly, and also consider whether there may be more appropriate measures we could put in place to monitor this area.

### **Training**

To maintain awareness and ensure a high level of understanding of the risks of modern slavery and human trafficking in our business our Modern Slavery Policy is included in company policy area of our intranet. We provide training to all members of staff and this has been incorporated into our induction programme; we encourage staff to raise any concerns or suggestions for improvement directly with the board.

### **Our Commitment**

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes BIE Executive's slavery and human trafficking statement for the financial year ending 31 March 2019. Approved 27 June 2019 by the Board of Directors, who will review and update it annually.



S J Lewis  
Finance Director  
27 June 2019