



**Head Office:**

Quack Recruitment Ltd,  
The Business & Technology Centre Bessemer Drive  
Stevenage Herts  
SG1 2DX

**Regional Office:**

Quack Recruitment Ltd,  
27-31 Lichfield Street  
Walsall  
WS1 1TE

*Quack Group Ltd – Modern Slavery and Human Trafficking Policy 2021*

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the Group's slavery and human trafficking statement for the calendar year ending December 2020 and has been approved by the Board of Quack Group Ltd

Quack Group Ltd is a national people business. We focus on the individual qualities that every single person has and brings into the world we live in, and we strive on enhancing those qualities to the best of our ability.

We want to be able to remove the stigma away from recruitment businesses from both perspectives whether that be a client or worker, as many SME's believe that recruitment businesses cause more headache that they are worth, and similarly with workers the often believe recruitment businesses will end the assignment at the drop of a hat – so our goal is to remove the stigma away from this.

This mission, together with our shared signature practices, gives clear guidance on the behaviours and actions we expect from all the people and organisations that work with Quack Group. We choose to engage and partner with like-minded organisations because they recognise people should be treated with dignity and respect.

Quack Group do not believe there is any place in today's world for slavery or human trafficking. We are committed to continually improving our practices to combat slavery and human trafficking and to encourage the same high standards from our supply chain and other business partners. With the likes of 'Stronger Together' practices.

Quack Group is a national provider of staffing and recruitment services to a wide range of clients covering a broad range of industry sectors. Quack Recruitment are a rapidly expanding recruitment business, with a presence throughout the UK. Since our inception, the business has always had lofty aspirations. We now have a weekly turnover of more than £80,000 a week with one client alone, as well as having three hundred and thirty temporary workers on payroll with one client alone. Our growth has stemmed from being one of the most versatile recruitment businesses in a very saturated market. We strongly believe in providing our contractors with a positive, memorable experience.

Quack Group purchases a wide range of products and services from its supply chain, including IT hardware, software, and telecommunications; vehicles; office furniture, equipment, and supplies; utilities; travel services; and training services.

Quack Group Supplier Code of Conduct reflects our responsibility to act ethically and with integrity in all our business relationships, including our commitment to combating human trafficking and slavery. We believe our highest areas of potential risk are within our supply chain, and in the provision of agency labour.

PLEASE KEEP A COPY OF THIS LETTER FOR YOUR RECORDS



**Head Office:**

Quack Recruitment Ltd,  
The Business & Technology Centre Bessemer Drive  
Stevenage Herts  
SG1 2DX

**Regional Office:**

Quack Recruitment Ltd,  
27-31 Lichfield Street  
Walsall  
WS1 1TE

To mitigate and manage our risk the following activities have been undertaken in 2020: -

Our Modern Slavery policy has been reviewed to ensure it is still fit for purpose.

Our Modern Slavery policy has been issued to all new employees, who have acknowledged and confirmed they have read and understood the same.

All new employees have completed Modern Slavery training within one month of joining the Company.

All existing employees have completed refresher Modern Slavery training annually, part of which includes the Modern Slavery policy.

All employees have been advised on how they can report any concerns they may have associated with Modern Slavery.

All employees have been reminded of our confidential whistleblowing helpline if they wish to make an anonymous report and posters are displayed in our offices.

All suppliers agree to comply with our Supplier Code of Conduct as part of their contractual relationship with Quack Group and its businesses.

When tendering suppliers are required to provide information on how they comply with the regulatory responsibilities including the Modern Slavery Act.

Our significant suppliers are required to complete an ethical questionnaire. We take a risk-based approach towards our suppliers due to the number we engage and undertake audits on those suppliers where we consider the exposure to be greatest. No significant problems have been indicated within our supply chain.

All our branches received at least one compliance audit during which pre-employment checks, including eligibility to work, references, qualifications, and proof of national insurance numbers, were reviewed.

We have performed random checks within our UK businesses to identify where agency workers may be sharing bank accounts, addresses or telephone numbers as this can be an indication of illegal or unethical behaviour. Where these are shared, we approach the individuals involved to ensure this is voluntary, for example where couples share a bank account.

We have not used or accepted forced, bonded or involuntary prison labour or child labour; nor will we hold onto our workers' identity papers or knowingly work with businesses that do.

No breaches of the Modern Slavery Act were reported during 2019.

We review our policies and procedures regularly, not only to ensure they remain relevant, but also to assess our progress.

This statement applies to Quack Group and all its subsidiaries.

PLEASE KEEP A COPY OF THIS LETTER FOR YOUR RECORDS