

Modern Slavery Statement

Introduction

This statement is made as part of Kate Cowhig International Healthcare Recruitment's commitment to eliminating the exploitation of people under the Modern Slavery Act 2015. It summarizes how Kate Cowhig International Healthcare Recruitment operates, the policies and processes in place to minimize the possibility of any problems, any risks identified, how they are monitored, and how staff is trained. This statement is published in accordance with section 54 of the Act and relates to the financial year January 2023 to December 2023. It was approved by the board of directors.

Our Business

Kate Cowhig International Healthcare Recruitment is a limited company operating in the recruitment sector, providing introduction services and supplying permanent workforce solutions within the healthcare sector. It operates under the CPL Resources Plc group, a global recruitment and managed services agency, which comprises 23 brands with expertise across various sectors.

Who We Work With

We primarily work with candidates seeking permanent jobs in public hospital groups. While our client companies are mainly situated in the UK and Ireland, candidates are sourced globally, including India, the Philippines, Portugal, Spain, and Ireland. All workers, regardless of location, receive compensation above the National Living Wage.

Policies and Relationships

Ensuring ethical standards is central to our business ethos. In addition to the modern slavery policy, we uphold corporate social responsibility, anti-bribery, and whistleblowing policies. We maintain close collaborations with sector-specific professional and regulatory bodies, industry bodies, and are members of the Recruitment and Employment Confederation (www.rec.uk.com).

Risk Management Processes

Our commitment to assessing and mitigating modern slavery risks involves a comprehensive approach:

- **Supplier Engagement:** We request evidence from suppliers regarding their processes and policies, emphasizing commitments to combat modern slavery, human trafficking, forced labor, and whistleblowing.
- **Audits and Preferred Suppliers:** We conduct thorough audits before establishing commercial relationships, and audited businesses form the basis of our preferred supplier list.
- **Regular Reviews:** We regularly review the potential for risk, considering reaudits or spot checks based on our ongoing risk assessments. While we've not identified significant risks, we remain vigilant and have implemented various measures to minimize potential problems:

- **Spot-Checks:** We retain the right to conduct spot-checks on our suppliers to address any concerns or complaints.
- **Supplier Requirements:** We mandate that businesses we work with address modern slavery concerns in their policies and publish a modern slavery statement.
- **Collaboration:** We actively collaborate with our suppliers to enhance standards and transparency across the supply chain.
- **Authorized Signatories:** Only senior staff members, trained in assessing modern slavery risks, are authorized to sign contracts and establish commercial relationships in identified risk areas.

Performance Monitoring

Monitoring the effectiveness of our efforts is crucial, and we track key performance indicators (KPIs) to ensure continuous improvement:

- **Supplier Adherence:** Percentage of suppliers signing up to appropriate codes or providing their own modern slavery statements.
- **Candidate Source:** Percentage of candidates supplied from audited businesses or our preferred supplier list.
- **Enforcement Effectiveness:** Effectiveness of enforcement against suppliers breaching policies.
- **Due Diligence Time:** Amount of time spent on audits, reaudits, spot checks, and related due diligence.
- **Staff Training:** Level of modern slavery training and awareness among our staff.

Careful consideration is given to these indicators to avoid undue pressure on our suppliers that might increase the potential for risk.

Training

Training and support are integral components of our approach:

- **Senior Management:** Senior supply chain managers receive detailed training in identifying and resolving concerns around modern slavery and human trafficking.
- **Staff Awareness:** All staff members receive information about modern slavery and human trafficking to empower them to report any concerns to management.

Training is refreshed annually, and successful completion of a test is required.