

## **Modern Slavery Statement** **2025 - 2026**

### **Introduction**

ProMatch Consultancy is committed to preventing modern slavery and human trafficking in all aspects of our business and supply chains. We recognise our responsibility to uphold ethical recruitment practices and ensure fair treatment for all workers.

This statement outlines the steps we have taken to mitigate the risk of modern slavery within our operations and supply chains in accordance with Section 54 of the Modern Slavery Act 2015.

### **Our Business & Supply Chains**

ProMatch Consultancy specialises in recruitment and HR strategies, working closely with businesses across Scotland to refine hiring approaches and strengthen internal teams. While our direct supply chain is limited, we engage with third-party service providers, including job boards, payroll services and compliance partners.

As a licensed Gangmaster labour provider, we acknowledge the risks of modern slavery and human trafficking within our sector. We are committed to continuously strengthening our systems and processes to prevent exploitation and ensure ethical practices across both our own operations and our supply chain.

### **Policies & Governance**

ProMatch Consultancy has implemented the following policies to safeguard against modern slavery:

- Ethical Standards Policy – Ensuring transparency, fairness and compliance in all hiring processes.
- Modern Slavery & Human Trafficking Policy - Establishes systems and controls to prevent exploitation, ensuring compliance with the Modern Slavery Act 2015 and safeguarding workers from unethical practices.
- Whistleblowing Policy – Providing a confidential reporting mechanism for concerns related to exploitation.
- Right-to-Work Checks – Conducting rigorous verification to prevent illegal employment practices.

### **Risk Management**

To manage the risk of modern slavery and hidden labour exploitation in our operations, we:

- Actively identify signs of forced labour and hidden exploitation from the initial stages of the interview process, using both visual assessment and structured questioning techniques.
- Conduct Right-to-work checks in accordance with Home Office guidance, incorporating both in-person verification and checks via a UK government-approved digital ID provider to ensure full compliance. Original documents are securely copied and promptly returned to candidates.
- Ensure interview questions are carefully designed to gather relevant information and detect potential red flags related to candidate welfare.
- Ensure a worker welfare questionnaire is completed with all new starters to understand how they found the opportunity, confirm no recruitment fees were paid and ensure their accommodation is independent of staff involvement.
- Ensure all workers receive their wages directly into their own bank account, safeguarding against financial exploitation.
- Have a process in place for using trusted interpreters, ensuring clear and accurate communication throughout recruitment.

## **Risk Assessment & Due Diligence**

To identify and mitigate risks, we:

- Conduct regular audits of our recruitment processes.
- Perform due diligence audits to assess workforce risks and ensure compliance.
- Provide training to staff on recognising signs of modern slavery.
- Maintain clear reporting channels for suspected cases of exploitation.
- Support customers and suppliers in strengthening workplace protections through shared insights and best practices.
- Vet third-party suppliers to ensure compliance with ethical labour standards.

## **Measuring Effectiveness & KPIs**

To monitor and improve our approach to tackling modern slavery, we use the following Key Performance Indicators (KPIs):

- Number of training sessions conducted annually – Ensuring all staff receive up-to-date training on modern slavery risks.
- Percentage of workers completing welfare questionnaires – Tracking compliance and worker engagement in risk mitigation.
- Frequency of recruitment audits – Measuring how often ProMatch reviews processes to identify vulnerabilities.
- Supplier compliance rate – Ensuring third-party providers meet ethical labour standards through formal vetting.
- Number of whistleblowing reports received and acted upon – Evaluating the effectiveness of reporting mechanisms.

## **Training & Awareness**

All ProMatch employees undergo specialist training with Stronger Together on modern slavery risks, equipping them with the knowledge to identify concerns, report issues and support those affected.

As part of their induction, workers receive essential information to enhance their awareness of labour exploitation. This includes a UK Worker Rights video and the Stronger Together Identifying Labour Exploitation Animation, alongside details of ProMatch's commitments and guidance on reporting concerns.

The Worker Handbook contains links to all relevant policies, as well as access to the Stronger Together Daniel & Weronika video. Workers also receive Stronger Together leaflets to reinforce key messages.

## **Continuous Improvement**

We are committed to ongoing review and enhancement of our policies to strengthen protections against modern slavery. This statement will be reviewed annually and updated as necessary.

## **Approval & Publication**

This statement has been approved by Claire Cookson, Director of ProMatch Consultancy and is published in accordance with the Modern Slavery Act 2015.

For further details or to report concerns, please contact Claire Cookson on 07500016596 or via email at [claire.cookson@promatchconsultancy.com](mailto:claire.cookson@promatchconsultancy.com).