



Modern Slavery, Illegal Workers & Human Trafficking Statement

MODERN SLAVERY, ILLEGAL WORKERS & HUMAN TRAFFICKING STATEMENT

Introduction

This Modern Slavery, Illegal workers and Human Trafficking Statement is a response to Section 54(1), Part 6 of the Modern Slavery Act 2015 and relates to actions and activities for the financial year ending 03 May 2022.

Pinson TM Limited ('the Company', 'we', 'us' or 'our') is committed to preventing slavery, illegal workers and human trafficking violations in its own operations, its supply chain, and its products. We have zero-tolerance towards slavery and require our supply chain to comply with our values.

Organisational structure

Pinson TM Limited and has business operations in the United Kingdom.

We operate in the recruitment agency sector. The nature of our supply chains is as follows: agency staff

Due Diligence

As part of our efforts to monitor and reduce the risk of slavery and human trafficking occurring in our supply chains, we have adopted the following due diligence procedures:

- Internal supplier audits.

PTM-P09- Modern Slavery, Illegal Workers & Human Trafficking Statement

Pinson TM Limited is a private limited liability company and is registered in England and Wales with registration number 14080425.

Registered Address: 25 | Coulton Avenue | Gravesend | Kent | DA11 8DZ.

Trading Address: Unit 10 Albion Parade | Gravesend | Kent | DA12 2RN

Illegal Workers Due Diligence

The company conducts a right to work check on all people we intend to employ, before employing them. The company checks the documents of potential employees with a permanent right to work in the UK before employing them. That for potential employees with a temporary right to work in the UK, additional checks are carried out when their immigration permission is due to expire and check their documents have been renewed before employing them. Pinson Tm Limited checks the potential employee is not subject to an immigration restriction that prevents them from doing the works in question.

As part of our efforts to ensure all employees of Pinson TM Limited are legally allowed to work in the UK, we have adopted the following due diligence procedures.

- Carry out RTW Digital Checks provided by an IDVT supplier.
- The following documentation checks will be carried out:
 - In date GBR/IRE passports (out of date GBR/IRE ppts are still valid for proving RTW, but under the new legislation, these would not be eligible for a digital check and would need to be seen in person)
 - O All non-UK/Irish applicants with an eVisa via the Home Office online service (includes those under the EU Settlement scheme).
 - Those undergoing Digital Checks will need to do a Facial Biometric check as part of the validation process

Our due diligence procedures aim to:

- Identify and action potential risks in our business and supply chains.
- Monitor potential risks in our business and supply chains
- Reduce the risk of slavery and human trafficking occurring in our business and supply chains.

Risk and compliance

The Company has evaluated the nature and extent of its exposure to the risk of slavery and human trafficking occurring in its UK supply chain through:

- Reviewing on a regular basis all aspects of the supply chain based on supply chain mapping.

We consider that we operate in a high-risk environment because we supply temporary staff to traffic management companies.

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We do not tolerate slavery and human trafficking in our supply chains. Where there is evidence of failure to comply with our procedures by any of our suppliers, we will seek to terminate our relationship with that supplier immediately.

Effectiveness

The Company uses Key Performance Indicators (KPIs) to measure its effectiveness and ensure that slavery and human trafficking is not taking place in its business and supply chains. These KPIs are as follows:

- We will carry out a regular audit of suppliers - 100% of suppliers each year.

Version: V2

Reviewed 24th of October 2023

This policy has been approved by the Directors of Pinson TM Limited and signed on its behalf.



Mr Charlie Lappin

Director



Mr Jordan Benson

Director

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