



## **CORSERV LIMITED**

### **Modern Slavery and human trafficking statement (for the financial year 2018/19)**

Corserv Limited is wholly owned by Cornwall Council. The Corserv Group of Companies includes; Corserv Limited, Cormac Solutions Limited, Cormac Contracting Limited, Cornwall Housing Limited, Cornwall Airport Limited and Cornwall Development Company Ltd (the "Corserv Group of Companies").

The Corserv Group of Companies operates a zero tolerance approach to modern slavery and human trafficking. We expect:

- all of our Directors, Officers, employees, suppliers, contractors and any other third party engaged by us, to adhere to and comply with our policy; and
- our supply chain to adhere to our zero tolerance policy.

We understand the importance of ensuring that robust systems are in place to identify and address any risks of modern slavery and/or human trafficking. We have continued to put in place procedures over the last financial year to help us to identify, and where necessary, address such risks.

#### Recruitment and Employment

We have employment practices, procedures and diversity policies in place to help ensure the fair recruitment and treatment of employees. Prior to starting employment with us, we will verify and obtain evidence that a new employee has the right to work in the UK. Where there are additional requirements for employment (for example a Disclosure and Barring Service (DBS) check) then further forms of identification will be obtained and verified before employment commences.

Use of agency staff is typically arranged through 'Jobline' (a division of our subsidiary Cornwall Development Company Ltd). Before any agency staff are engaged, assurance would be required that the individual has the right to work in the UK. Where the relevant employment checks cannot give the level of assurance required to our satisfaction, an individual would not be invited to undertake work in an agency capacity.

Jobline undertakes a compliance test with the Recruitment and Employment Confederation (REC) every three years in order to maintain its professional membership. Its compliance with these professional guidelines is also regularly audited by our Shareholder, Cornwall Council.

Jobline engages suppliers for the provision of temporary workers throughout the Corserv Group of Companies. These suppliers are required to sign Jobline's standard terms and conditions and provide evidence that their candidates have the right to work in the UK.





### Suppliers

We expect our sub-contractors, suppliers and consultants to comply with our Modern Slavery and Human Trafficking policy and to ensure that there is no modern slavery or human trafficking within their businesses or supply chains. We seek approval directly from our suppliers through the tendering process that adequate safeguarding arrangements are in place. Where any issues are identified, we would review our on-going relationship with that supplier.

### Training

We are committed to ensuring that our staff have awareness of modern slavery and human trafficking issues.

We have also put in place safeguarding advocates across the Corserv Group of Companies who have received specialist safeguarding training to help identify any risks which could amount to modern slavery and/or human trafficking.

### Policies

In the last financial year Corserv has implemented a number of policies at Group level which are designed to address modern slavery and human trafficking issues. These policies include Modern Slavery and Human Trafficking, Whistleblowing and Safeguarding.

These policies reflect our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our business or supply chains. The Corserv Group Whistleblowing Policy provides a mechanism for our employees to report suspected breaches of these policies in confidence.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our Group's modern slavery and human trafficking statement for the financial year ending 31 March 2019.

  
.....  
Director

For and on behalf of the Board of Directors of Corserv Limited

