



Modern Slavery and Human Trafficking Statement

1. Introduction

Osa Specialist Recruitment LTD is committed to preventing modern slavery and human trafficking in all its operations and supply chains. This statement outlines the steps we have taken during the financial year to ensure that slavery, servitude, forced labour, or human trafficking does not occur within our organisation or in the businesses we work with.

2. Organisational Structure

Osa Specialist Recruitment LTD provides specialist recruitment services, primarily within the Health & Social Care sector. We operate across the UK, placing staff directly and through agency arrangements. Our staff, clients, and suppliers are integral to upholding our ethical standards and ensuring that our operations remain free from exploitation.

3. Policies in Relation to Modern Slavery

We have a comprehensive Modern Slavery and Human Trafficking Policy, which:

- Confirms our zero-tolerance approach to modern slavery.
- Provides guidance and training to all employees on recognising and responding to signs of exploitation.
- Sets out our recruitment and due diligence processes, including rigorous right-to-work and compliance checks.
- Details reporting procedures for suspected modern slavery, including external reporting channels.

This policy is reviewed annually and updated to reflect new legislation, emerging risks, and best practices.

4. Due Diligence and Risk Assessment

Osa Specialist Recruitment LTD takes proactive steps to identify and mitigate the risk of modern slavery, including:

- Conducting identity, right-to-work, and compliance checks for all staff.
- Gaining evidence from clients regarding their policies on modern slavery, human trafficking, and human rights.
- Monitoring and auditing our supply chains and recruitment processes to ensure ethical practices.

We actively assess risks associated with clients, contractors, and suppliers and ensure our staff are trained to identify warning signs of exploitation.

5. Training and Awareness

All employees receive training on modern slavery and human trafficking. This includes:

- eLearning modules and workshops covering forms of exploitation, warning signs, and reporting procedures.
- Ongoing updates to ensure staff are informed of emerging risks, legislation changes, and best practices.

6. Collaboration and Best Practice

We engage with industry peers, governmental organisations, and non-governmental organisations to share best practices and improve outcomes for workers. These collaborations strengthen our processes and ensure our approach reflects current knowledge and legislative developments.

7. Key Performance Indicators (KPIs)

To evaluate the effectiveness of our initiatives, we track:

- Number of staff trained on modern slavery.
- Results of compliance audits and client reviews.
- Reports or incidents of suspected modern slavery and subsequent actions taken.

8. Reporting Concerns

Staff and stakeholders are encouraged to report concerns via:

- **Modern Slavery Helpline:** 0800 0121 0700
- **Police (non-emergency):** 101
- **Emergency situations:** 999
- **Internal whistleblowing channels**

All reports are taken seriously and investigated promptly, with protective measures implemented as required.

9. Approval and Review

This statement has been approved by the Board of Directors of Osa Specialist Recruitment LTD and will be reviewed and updated annually to reflect our ongoing commitment to preventing modern slavery.

Signed:



Louise Jarrett

Managing Director

Osa Specialist Recruitment LTD

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