



VERITY HEALTHCARE  
LIMITED

# MODERN SLAVERY STATEMENT

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[www.verityhealthcare.co.uk](http://www.verityhealthcare.co.uk)

## INTRODUCTION



Everyone feels pressure at certain times, but some people feel it more than others. And some people handle it differently. There are people that fold under even the slightest pressure, while others thrive under a moderate amount of pressure, but succumb to the power of pressure as the magnitude increases.

Verity Locums is the trading name for VHL is committed to safeguarding people and ensuring that there is no slavery or human trafficking activities in any part of our own business or supply chain. It is essential that the human rights of our personnel and of the workers in our global supply chains are valued and protected. This report statement has been published in accordance with section 54 of the Modern Slavery Act 2015. It sets out the steps that Verity Locums have taken to prevent modern slavery in our business and supply chain for the financial year and our plans to deliver on our commitment in the years to come.

With the growth of globalisation and migration, it has been observed that modern forms of slavery are growing in the UK. Research study revealed the extent and nature of modern-day slavery and by reviewing the evidence on key areas of slavery in the UK, particularly forced labour, debt bondage, sexual slavery, and child trafficking and labour.

Verity Locums is committed to supporting both the aims and the tenets of the Act, specifically, to combat all forms of modern slavery and human trafficking and to improve our practices across our office locations to help achieve this. We are focused on acting ethically and with transparency in all our business operations and to ensuring effective processes and controls are in place so that all our employees, business partners and extended communities are treated with respect and integrity and that we do not engage directly or indirectly with slavery or human trafficking.

The delivery of services involves resources from specialist third party suppliers, we also have supply chain networks that facilitate the delivery of materials for sourcing personnel to government and private organizations. It is our goal to ensure that we do not support modern day slavery, knowingly and unknowingly.

## SUMMARY

The 200th anniversary of the UK legislation to mark the abolishing of slave trade happened in 2007. Many people are uninformed, however, that slavery lingers on in the modern world and that forms of slavery are rife within the UK. A joint research team, from the University of Hull and Anti-Slavery International, has been exploring the forms of modern slavery in the UK. It found:

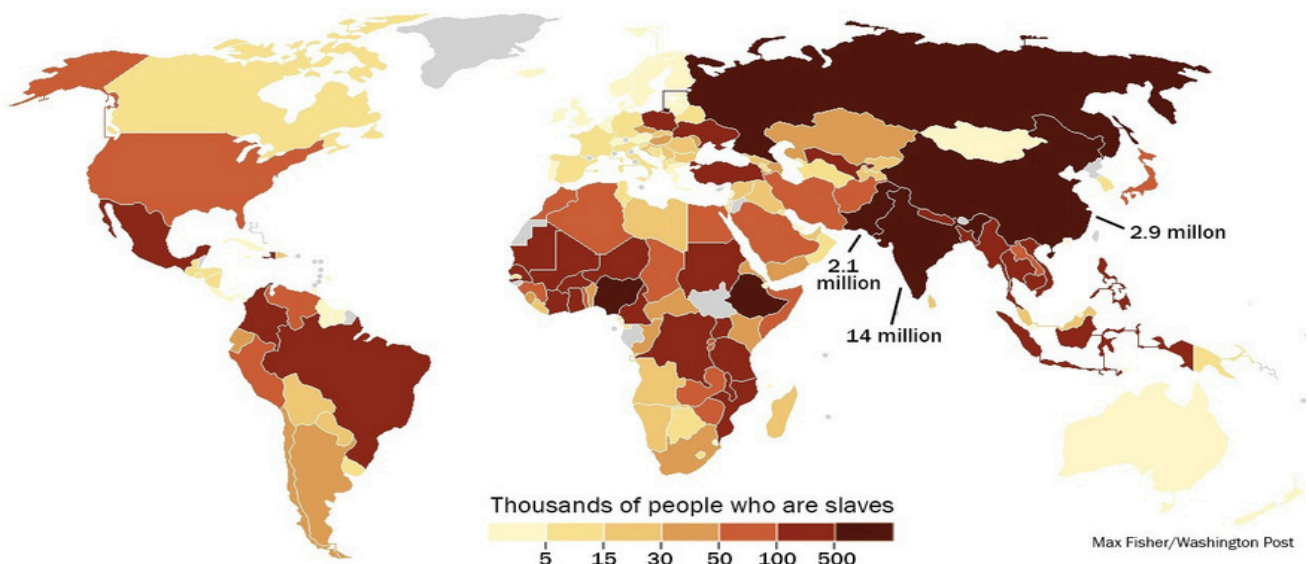


- Modern slavery is present in the UK in various forms. All these forms display the common rudiments of the exploitative relationship which have always constituted slavery: severe economic exploitation; the absence of a framework of human rights; and control of one person over another by the prospect or reality of violence. Coercion distinguishes slavery from poor working conditions.
- Nonetheless, it is very difficult to compile precise statistics about the extent of slavery in the UK and official figures are widely documented to be substantial underestimates. Slavery in the UK often comes to light only when a crisis occurs.
- Trafficking into the UK for sexual or domestic labour involves hundreds or even thousands of women and children. Some children, from European, Asia, Southern American and African countries, are trafficked through the UK to other countries. Some
- forms – such as child labour – have existed for years but are increasingly constrained by international conventions to protect the rights of children. Although child labour is prohibited in the UK, there is a connection with the UK through the conditions under which sportswear and clothing, or commodities such as tea or cocoa, are produced. Some UK-based companies, knowingly or not, rely on people
- working in slavery to produce goods which they sell: complex sub-contracting and supply chains, managed by agents elsewhere, often obscure this involvement.
- The UK has tended to address trafficking as an issue of migration control rather than one of human rights.
- Most trafficked people enter the UK legally but become subject to forced labour through a mix of enforced debt, intimidation, the removal of documents and an inadequate understanding of their rights. Statutory agency personnel are often unsure how to assist trafficked migrant workers and keep few or no records as to their subsequent well-being.
- Slavery in present-day Britain cannot be seen in isolation. Most of those working as slaves in the UK have come from elsewhere, often legally. Slavery is an international issue.

## SLAVERY STATISTICS

It is very difficult to compile precise statistics about the extent of slavery in the UK. Official agencies, including the police and the Home Office, acknowledge that there are no reliable estimates for the number of trafficked people in the UK. The Solicitor General has suggested that more than 1,000 women were trafficked into the UK for sexual purposes (mainly from Eastern and Central Europe): this is recognised as a substantial underestimate. Others are trafficked for domestic labour. Perhaps thousands of young people have been trafficked through the UK to work as sex slaves elsewhere in Europe or as domestic labour in the UK. There are at least 5,000 child sex workers in the UK, most trafficked into the country. Many people trafficked into this country enter legally but then find themselves compelled to work as sexual or domestic slaves.

There are approximately 1.4 million registered foreign workers in the UK; estimates of the number of illegal workers range from about 300,000 to 800,000. Illegal workers are not necessarily slaves, and those working in slavery may have entered the UK either legally or illegally. The case studies (see boxes) show how even relatively skilled workers entering the country legally may find themselves working in enslaved conditions. Worldwide, it is estimated that more than 12 million people may be working as slaves. These include at least 360,000 in industrialised countries, of whom at least 270,000 have been trafficked into forced labour. Of these, approximately 43 per cent are trafficked into sexual exploitation, approximately 32 per cent into labour exploitation and about 25 per cent are exploited for a mix of sexual and labour reasons.



The ILO estimates that the worldwide traffic in human beings is worth at least US\$32 billion annually, just under half coming from traffic to industrialised countries. The ILO and UNICEF suggest that in 2004, 218 million children were trapped in child labour worldwide. Of these, by 2006, some 171 million were engaged in 'hazardous work' including in factories, mines and agriculture. In 2003, an estimated 3-4.5 million people were living in the European Union without legal papers, with an estimated 400,000 people a year being trafficked into member states.

01. An estimated 29.8 million people live in modern slavery today
02. Slavery generates \$32 billion for traffickers globally each year
03. 3. Approximately 78% of victims are enslaved for labor, 22% of victims are enslaved for sex
04. 55% of slavery victims are women and girls
05. 26% of slaves today are children under the age of 18
06. An estimated 60,000 victims of slavery are enslaved in the United States.
  - The 2013 Walk Free Global Slavery Index places U.S. at 134th out of 162 countries
  - Rankings were determined based on three factors: a country's estimated slavery prevalence by population, a measure of child marriage and a measure of human trafficking.
07. Iceland, Ireland and the United Kingdom tied for the ranking of 160 in the 2013 Global Slavery Index. However, even with the top ranking in the survey, these countries are not free from slavery. In the United Kingdom alone, there are an estimated 4,200 to 4,600 victims of slavery.
08. The country with the highest percentage of of its population in slavery is Mauritania with approximately 4% of the total population enslaved. This amounts to roughly 140,000 to 160,000 people enslaved — Mauritania's total population is only a mere 3.8 million.
09. India has the largest number of slavery victims at a horrifying 14 million.
10. The top 10 per-capita slavery hot spots are:



Mauritania



Haiti



Pakistan



India



Nepal



Moldova



Benin



Cote d'Ivoire



Gambia



Gabon

Kelley Calkins

TABLE 1: ASSIGNMENT OF MODERN SLAVERY INDICATORS

INDICATOR	BADGE		
	LEGAL	SUPPORT	AWARENESS
Public facing intelligence tools	Yes		Yes
National Referral Mechanism	Yes	Yes	Yes
Duty to notify	Yes		Yes
The criminal justice system	Yes		
Charity support		Yes	
Modern Slavery Helpline		Yes	Yes
Public facing intelligence tools		Yes	Yes
Modern slavery statements	Yes		Yes

Source: Office for National Statistics – Modern slavery

## WHAT IS SLAVERY?

There is considerable confusion about the nature and boundaries of slavery. Definitions are therefore important.



## DEFINING SLAVERY

There are three essential elements of the exploitative relationship which constitute slavery:

- Severe economic exploitation;
- The lack of a human rights framework; and
- Control of one person over another by the prospect or reality of violence. Many relationships of enslavement do not involve actual physical violence but the nature of the relationship – appalling working and housing conditions, the withdrawal of passports or ID documents, deceit and abuse of power, the use of physical intimidation – renders the possibility of flight remote. There is much evidence that those who do protest about such conditions may be beaten, abused, raped, deported or even killed.

## TRAFFICKING AND SMUGGLING

The UN definition of trafficking for forced labour and other forms of slavery concerns the recruitment, transportation, transfer, harbouring or receipt of people, by means of the threat or use of force or other forms of coercion, in order to achieve control over another person. In practice, trafficking and smuggling overlap substantially but there are important distinctions:

- Smuggling involves explicit consent to be taken illegally across national borders.
- The relationship between smuggler and migrant typically ends when the destination is reached.
- Trafficking involves ongoing exploitation: even if the person has at some stage consented, this is meaningless because of the deception and coercion involved. Trafficking occurs within as well as across national borders.

## TRAFFICKING AND SMUGGLING

It is important to distinguish poor – or even appalling – working conditions from slavery. Coercion is the key distinction: the enslaved person has no real alternative but to submit to the abusive relationship. Abuse refers to the treatment of one person by another specific person and is distinct from being forced into dangerous or difficult work by economic circumstances or other impersonal forces.

## MODERN-DAY SLAVERY ASSESSMENT

In 2021, Verity Locums commissioned a corporeality assessment to inform our sustainability strategy and to set robust and relevant targets as part of our efforts to contribute to the fight against modern-day slavery. We found that the three most material issues to the business were service quality and safety, human and labour rights, and climate change. As a result of the findings of this assessment, we hosted a full 2-day sustainability workshop in our head office in London attended by 4 Board members,

2 Directors and 8 Senior Leadership Team members and business leaders, including our CEO and facilitated by our external partners, The Coaching Network. We all examined our existing practices and agreed to our sustainability strategy, set robust targets for the next 12-months against each key business function, and signed off on proposed activities, internal responsibilities, external partners, and top-line budgets. A significant portion of the day was dedicated to discussing human rights, modern slavery, and labour rights in our own business and our supply chain. In 2022, the same Governance and Leadership Team members will meet on a quarterly basis to ensure progress and accountability against our internal targets.



## KEY FACTS

- ✓ One Pro-Active Media Office based in London (to consistently grow coverage and reach customer outreaches)
- ✓ 17+ Offices Employees In 3 Offices
- ✓ Ecommerce Websites Brand (Operating Internationally)
- ✓ 1 Storage
- ✓ 1 Head Office Centre
- ✓ 19 Third - Party Production Suppliers Key Facts

These resources were necessary to help us to consistently grow coverage and reach in the regionals and national press via established media contacts

## POLICIES AND STANDARDS

We operate the following policies and principles that describe our approach to the identification of modern slavery risks and steps to be taken to prevent human slavery and human trafficking in our operations:

### Whistleblowing policy:

We encourage all our workers, customers and other business partners to report any concerns related to the direct activities, or the supply chains of our organisation. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. Our whistleblowing procedure is designed to make it easy for workers to make disclosures, without fear of retaliation.

### Anti-Corruption and Bribery Policy:

Our policy makes clear to employees the actions and behaviour expected of them when representing our organisation. We strive to maintain the highest standards of employee conduct and ethical behaviour when operating abroad and managing our supply chain.

### Supplier/Procurement Conduct:

We have a zero-tolerance policy to working with anyone that is involved in any illegal or unethical conduct, such as human trafficking, child labour or the use of slavery.

### Recruitment/Agency Workers:

We use only specified, reputable employment agencies to source labour and always verify the practices of any new agency before accepting workers from that agency.



## OUR PEOPLE

In April 2022, we employ 201 employees across 17 sites in the UK. We are committed to conducting business in accordance with all applicable laws and regulations in the UK, including the Act and health & safety, environmental, anti-bribery, equality and employment legislation. This extends to maintaining high standards of behaviour amongst our employees through our training and development initiatives.

We have established rigorous HR processes and controls to ensure that:

- All employees are assessed for their right to work in the UK
- Workplace equality policies and practices are in place, promoted and implemented
- Remuneration and benefit schemes comply with relevant UK employment legislation. We continually review and develop our policies, procedures and controls to ensure ethical and legal compliance.

We encourage our employees to report, in confidence, any concerns or breaches e.g., suspected unethical behaviour and wrongdoing. We have an independent whistleblowing hotline which operates 24 hours a day, every day of the year. All matters raised either via whistleblowing, through direct communication with management or highlighted by our auditing processes are investigated and appropriate action is taken in accordance with our policies and procedures



## PERFORMANCE INDICATORS AND COMPLIANCE

Suppliers are required to complete our 'Supplier Screening' questionnaire and demonstrate that they provide safe working conditions where necessary, treat workers with dignity and respect, and act ethically and within the law in their use of labour. Where required this may include an independent on-site audit to review working conditions.

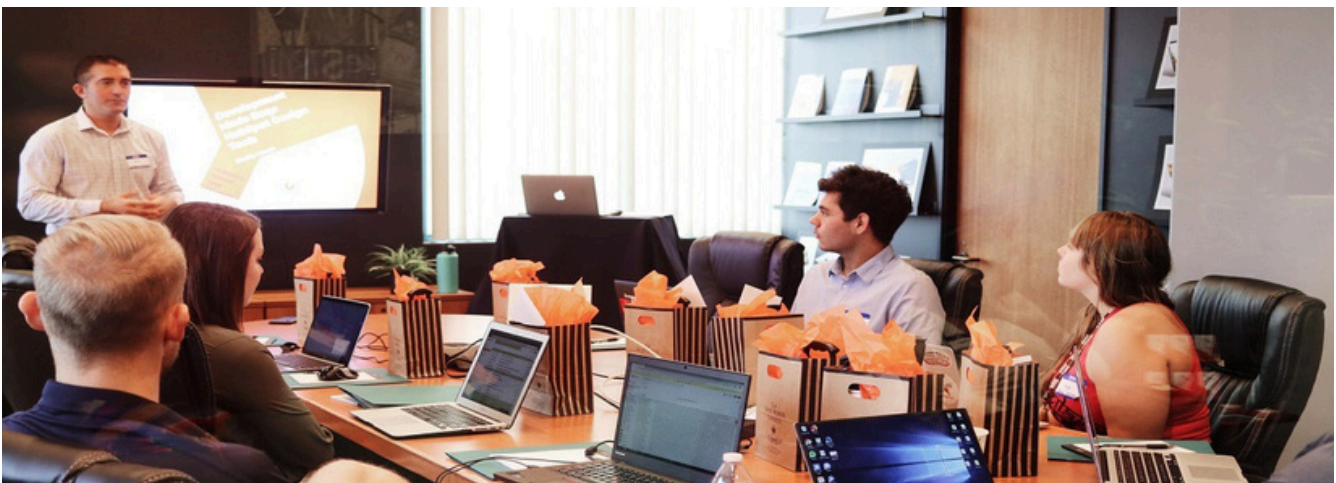
We work with suppliers to ensure that they meet our standards and make improvements where required. Serious violations will lead to the termination of the business relationship.



## TRAINING

All our employees know they have a role to play in the integrity of our supply chains and they all receive access to the relevant policies and regular updates are published in the staff handbook to which they are notified, specific training is provided to relevant members of staff based on their role.

We encourage and support our employees to identify any suspected misconduct, including violation of labour laws or unethical labour practices through our whistleblowing policy. This statement is made pursuant to section 54 of the Modern Slavery Act 2015 and reflects the actions and activities during the financial year ending 31st December 2021. This statement was approved by the Board of Directors of NEOM on 16th December 2021.



## OUR SUPPLY CHAINS

We are dedicated our goal to ensuring that there is no modern slavery or human trafficking in our supply chains or any part of our business. Further, we are committed to acting ethically and with integrity in all our business dealings and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

We purchase and source products primarily from countries within the EU, including the UK, but also globally on a much smaller scale. From the suppliers with whom we have direct purchasing relationships, we seek assurance during negotiations that they adhere to the same standards of corporate and ethical responsibility as we do ourselves.

A proportion of our purchasing is through agents and intermediaries. Where this occurs, we recognise our ability to influence labour standards and human rights is more limited, given that we are more reliant on third parties. With such trading relationships we accept that some countries in our supply chain present an increased risk of modern slavery. Accordingly, we are committed to investigating what more can be reasonably done in this regard to help our effectiveness at mitigating the risk of any human trafficking and promoting anti-slavery within our supply chain.



Our supply chain is made up of three main categories of suppliers:

- Product suppliers, who are involved in the sourcing and manufacture of own-brand products.
- Third-party brands, whose requests for staffing are available on our ecommerce websites.
- Logistics and operational suppliers, who provide services such as shipping and transport services etc and
- Non-product related services.

## DUE DILIGENCE PROCESS

Verity Locums undertake due diligence when considering any new suppliers and regularly reviews its existing partners, stakeholders and suppliers to ensure values and standards are consistent with our own.

Preliminary risk assessments are conducted based on geographical mapping of high-risk countries for slavery and human trafficking, as well as consideration of the item purchased, supplier performance and the nature of the business transaction.

Verity Locums implements supplier Code of Conduct which sets out the standards that our suppliers must meet in relation to human rights and labour rights. It is based on international standards, including the International Labour Organization conventions. It includes a clause stipulating that employment must be freely chosen.



Verity Locums expects that suppliers must not use forced, bonded, or involuntary prison labour, and that workers have no restrictions on their movement and are free to leave their employment with reasonable notice. Our Supplier Code of Conduct is available in English, and where needed will be made available in other languages and accessible forms reflecting the languages understood by most of our production suppliers. In 2022, we intend to develop additional policies to support our Supplier Code of Conduct. We will add a clause in our Supplier Code of Conduct that requires tier-one suppliers to declare any subcontracting processes and to disclose tier-two supplier information on request.

The purpose of this Policy will be to ensure that the recruitment of these workers is legal and keeps their best interests in mind, and to ensure fair employment practices while they are working in their host country. Our vendor agreements stipulate that all suppliers must meet our ethical trading requirements. We have a range of policies and procedures designed to protect the human rights of our own employees. These include our Whistleblowing Policy (which encourages our employees to report any concerns relating to our direct activities or our supply chains, including specific reference to modern slavery, human trafficking, and forced labour); Employee Assistance Programme (an internal procedure which aims to support employees during and following their compliance with our Whistleblowing Policy); Anti-Bribery and Corruption Policy; Anti-Trust Policy; Equal Opportunities Policy; and Anti-Harassment and Bullying Policy.

## CASE STUDIES – LEARNING FOR RESEARCH

### THE POLISH WORKERS

A group of Polish people came to work in the UK. They had expected to go to Southampton but were brought to Exeter to pack chickens for a major supermarket. Arriving late at night, they waited outside a house whilst inside frightened-looking Afghans threw their own things into bin bags before being driven away. The Poles spoke no English, had no money and didn't know who they were working for. They were not employed directly by the factory supplying the supermarket but subcontracted in a complex supply chain through labour agencies.

They were taken by van to a 2-10pm shift. There was no furniture in the house, but there were mountains of rubbish, piles of syringes, soiled mattresses on the floor and a terrible smell. Twenty people slept there, three and four to a small room. They were threatened with eviction and loss of two weeks' wages by their gangmasters if they told anyone about their conditions. They were also told to be very quiet and not go out in groups or the police would come. They felt intimidated.

They had been recruited in Poland by an English labour agency. The agency had promised the minimum wage (then £4.50ph), good accommodation for £25 per person per week, and lots of overtime. They received neither work nor wages in their first week. Contracts they signed were made without translation. Although they were sleeping on the floor in the kitchen and sitting-room (and the legal maximum rent for those on the minimum wage is under £25), they were told they must pay rent of £40 each. This was deducted weekly from their pay.

Several were given the same National Insurance number. They had tax deducted at a high emergency rate. The Tax Office said it had not yet received payments for them. After deductions, they were getting just £115 a week for 40 hours (£2.88ph). Another £15 disappeared without explanation. Most had not registered with the Home Office because they could not afford the £50 required, but this made them vulnerable to deportation. The workers finally managed to escape after a local trades union became aware of them.

**Source:** Lawrence, F. 'Special investigation. Polish workers lost in a strange land find work in the UK does not pay', The Guardian, 11 January 2005

## WHERE ARE THEY WORKING?

Migrant workers – whether illegal migrants or legal migrants working illegally – are most at risk of slavery or slavery-like working conditions. They are found in a wide variety of employment, including domestic work, construction, agriculture and food-related occupations, sexual activity, and many marginal economic activities. Many come expecting certain kinds of work but end up doing others: for example, women from the Baltic States were purposely trafficked for illicit activities such as shoplifting (though they had not been told this when recruited).

## WHO CONTROLS THEM?

UK enforcement agencies estimate there may be as many as 10,000 gangmasters operating across the various industrial sectors. Most employ migrant labour in agriculture, food processing and packing, construction, catering, leisure, hotels, cleaning, textiles, and social and health care. Many operate legally. However, thousands of migrant workers working apparently legally do so under levels of exploitation which meet the international legal definition of 'forced labour', one form of slavery.

## A LATVIAN WOMAN

In her early 20s, she arrived in London on her own initiative, leaving her young children behind. She was recruited by an employment agency at £100 fee. They moved her to Hull, taking her passport, ostensibly to send to the Home Office for registration. After four months she hadn't received her passport back (it had not been sent off). This later affected her benefit status and, without it, she felt unable to leave the agency. She regularly worked 16-hour shifts in factories, under threat of losing her job and accommodation if she refused. Overtime was never paid. She was transported to work double shifts in Barnsley, sleeping in a car between shifts. Spurious deductions for 'administration charges' and 'transport costs' were the norm and there was evidence of systematic theft through the deliberate miscalculation of wages. Sometimes migrants worked two shifts only to be paid for one. Her protestations were met with threats of dismissal. She was placed in a bedroom with two men she did not know. Her general mood was 'Terrible. Having to live in a room with two men. You can't dress. You can't do anything.' She didn't know where to go to for advice, her English wasn't strong and she had no friends. She described herself as 'trapped.'

Source: Case study by research team

## HOW HAS GOVERNMENT RESPONDED?

Migrant workers – whether illegal migrants or legal migrants working illegally – are most at risk of slavery or slavery-like working conditions. They are found in a wide variety of employment, including domestic work, construction, agriculture and food-related occupations, sexual activity, and many marginal economic activities. Many come expecting certain kinds of work but end up doing others: for example, women from the Baltic States were purposely trafficked for illicit activities such as shoplifting (though they had not been told this when recruited).



## HOW DO THEY GET HERE?

Most trafficked people enter the UK legally through regular migration routes and work visas. What then subjects them to forced labour is usually some mix of 'debt bond- age' (the requirement to pay back debts which, because of low or no wages and illegal deductions, they are never able to do), the removal of documents and an inadequate understanding of their rights. Statutory agency personnel dealing with trafficked migrant workers are often unsure how to assist them or who to refer them to and keep few, if any, records as to their subsequent well-being.



## ARE UK COMPANIES INVOLVED?

Some, possibly many, UK-based companies rely on supply chains which involve the use of slave labour both in the UK and abroad. The complex chains of subcontracting through a variety of labour agencies and networks, both in the UK and abroad, means many companies are unaware of or can deny knowledge of the conditions under which their goods are produced. Big brand fashion retailers and food and related retailers squeeze developing world suppliers and this pressure on prices, when passed down the supply chain, translates into exploitation of workers. Employers in developing countries find ways around corporate codes of ethical trading and UK-based corporations do not police them in any meaningful way. Conclusion

The researchers conclude that the following measures are needed:

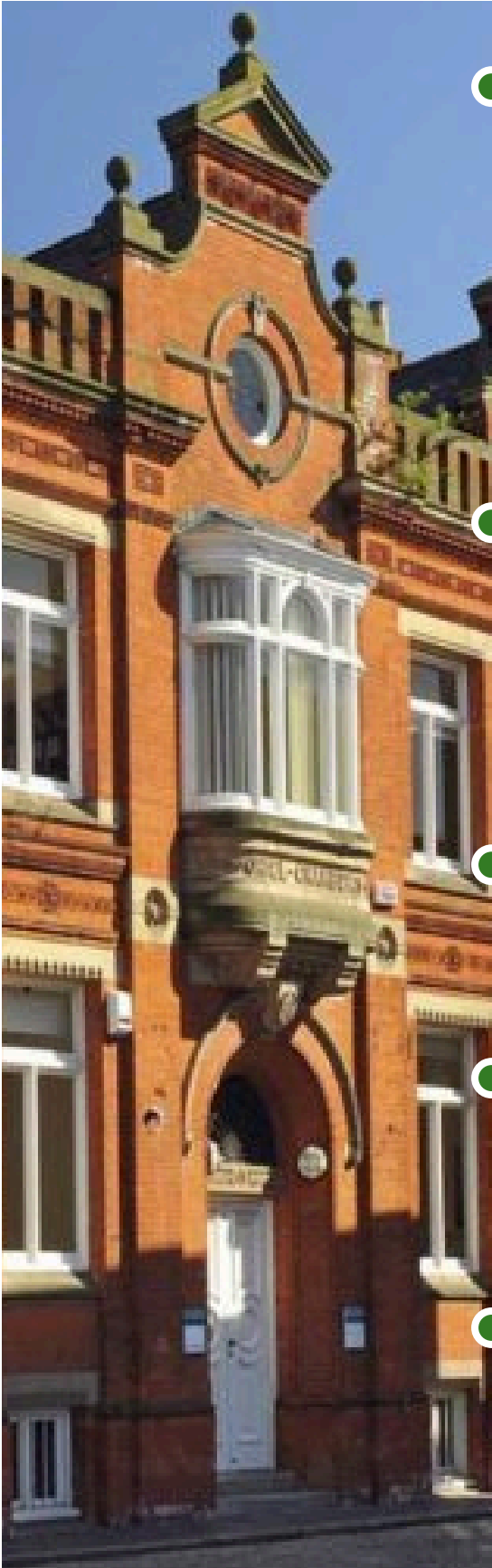
- National action complemented by international law and collaborative action.
- Policy and service responses which regard those in slavery as victims first and foremost.
- A more robust stance against the exploiters and proper resources for enforcement agencies. Since the 2004 Asylum and Immigration Act, there has yet to be a single prosecution brought for trafficking for labour exploitation.
- Training in awareness of how to identify slavery conditions. Local service providers – including local authorities and advice agencies, housing bodies, church groups and trades unions – are often those which slaves first contact.
- A public awareness campaign.



## VIETNAMESE MEN

Two Vietnamese men in their twenties were promised a job at a hotel in the UK, paying £18,000 each to their agent in Vietnam for this arrangement. They came to the UK under the government's work permit scheme with a promise of receiving £4.95 per hour for their work. A representative from an agency supplying workers to major hotel chains met them at the airport and took their passports. They were put to work in a hotel. They worked for two months without receiving any pay, only food. They attempted to strike but, almost immediately, their families in Vietnam received threats. They approached the local Citizens' Advice Bureau via a Vietnamese-speaking person they met on the street. They are too frightened to approach the Vietnamese Embassy, but want to warn others.

Source: Citizens Advice Bureau



## ABOUT THE PROJECT

This joint research project undertaken by the Wilberforce Institute for the study of Slavery and Emancipation (WISE) at the University of Hull and Anti-Slavery International. The study was undertaken by a review of published literature and unpublished policy papers provided by service delivery agencies, a review of websites across the world (particularly in Western Europe), and interviews with key actors.

## EFFECTIVENESS OF OUR APPROACH

VerityLocum officesources medical, nursing, health and social care staff from 11 countries. Of all the 11 countries, all staff were recruited in line with safer recruitment guidelines. All foreign migrant worker were treated equally and humanely as all other workers.

## STAFF FILE AUDIT

12 males and 29 females staff files audited met compliance

## WAGES AND SALARIES

10 males and 25 females' salary audited and show that all stagg working at the same level were paid equal pay for equal work.

## TRAINING

All staff had been trained about their roles and responsibility and specifically about modern day slavery, how to detect the signs and report these accordingly.

## MONITORING EFFECTIVENESS

We will continue to review the effectiveness of our policies and procedures, including our modern slavery risk assessments, supply chain mapping, due diligence checks, and remediation of critical issues identified, and we will report on our progress annually.

In developing our response to understanding and supporting the aims and requirements of the Act, going forward we will:

- Continue to raise awareness of our internal 'Code of Conduct' & 'Anti-Slavery and Human Trafficking Policy'
- Roll out a refresher Modern Slavery Act training module to all colleagues, with key colleagues undertaking an accredited training course.
- Continue to bring our standpoint and responsibilities to the fore in our communications with all stakeholders
- Continue regular reporting cycle through our board of directors and management team
- Implement various measures to identify and mitigate risk and build on the approach deployed to ensure that we operate, as far as possible free from enforced labour, human trafficking and slavery.



Whilst we consider ourselves to be low risk given the vast bulk of our sourcing is from within the UK and EU, we will continue to review our processes and practices to ensure that we identify and manage risks to ensure our ongoing compliance with the Act.

Approved by Board of Directors, May 2022

## SOCIAL VALUE

In addition to fighting Modern Slavery, we promote social values by:

For example **Provision of facilities/resources** for community use which facilitate healthier lifestyles or social connectedness (new community hubs)

**Promotion/adoption** of general healthy living initiatives such as 'One You' and 'Change for Life'

**Support specific healthy living initiatives** such as 'Sugar Smart' or employee 'Step Challenges'

**Wellbeing initiatives in the community**, including physical activities for adults and children

**Encourage membership** of wellbeing organisations (e.g. subsidised memberships - gyms or yoga suite)

**Implement beneficial work practices** that improve staff physical and mental wellbeing and reduce absenteeism due to ill health (e.g flexi-time)

## EMPLOYMENT OPPORTUNITIES

- Job and apprenticeships
- Meaningful work experience
- Volunteering opportunities
- The giving of in-kind contributions
- Encourage London Living Wage
- Give expert advice to SMEs
- Purchasing of items and resources from local shops
- Providing business development training
- Careers talks in school, colleges, Jobcentres etc
- Young people achieving accreditation

## ECONOMIC

- Local jobs created and sustained
- Diverse employment strategies
- Apprenticeship programmes
- Offer meaningful paid internships
- Work placement schemes for schools and colleges
- Training opportunities e.g. our staff, work-experience and customer staff
- Taking people out of unemployment
- Career opportunities for people with disabilities
- Providing career advice and/or mentoring
- Using local suppliers, voluntary groups and agencies
- Promoting social value in your supply chain e.g. using suppliers who operate apprenticeship schemes, have ISO 14001 etc.

## ENVIRONMENTAL

- Reducing carbon footprint/pollution and improving air quality e.g. electric cars, reducing mileage, energy-efficient equipment
- Decreasing congestion e.g. car-sharing and cycle to work schemes
- Minimising waste e.g. re-use and recycling
- Using environmentally friendly goods
- Saving energy e.g. energy efficient lighting and equipment
- Sustainability e.g. FSC timber products
- Operating an ISO 14001 environmental management system or similar
- Helping improve public spaces e.g. parks



## SOCIAL

- Supporting local charities
- Ethical suppliers e.g. Fair Trade
- Community engagement e.g. involving local residents
- Promoting social integration e.g. work opportunities for disadvantaged people
- Supporting local culture and heritage
- Hosting community events
- Volunteering
- Supporting a healthier community e.g. promoting staff well-being
- Helping vulnerable people to live independently
- Supporting local crime reduction
- Helping to reduce homelessness

## BENEVOLENT

- Charitable donations
- Allowing your employees voluntary days
- Team building days at charities/non-profit organisations
- Sponsored events
- Supporting local charities in other ways



## CREATING A GREENER COMMUNITIES

**Reduce Landfill** Minimising waste reduce reuse and recycling, **Reduce CO2** – Use environmental local suppliers and local work to reduce carbon foot- print/pollution and improving air quality by the choice of their fleet, reducing mileage, using energy efficient equipment, decreasing congestion e.g. car sharing and cycle to work schemes. **Promote environmentally choices** by buying eco-friendly goods, using sustainable prod- ucts and minimising their impact on the environment this applies across a lot of sector for example Sustainable IT industries, this sector uses a lot of precious metals and com- pounds - these may be mined or hardware produced in slavery conditions. **Create new green spaces** or bring green spaces back into use on a local bases improv- ing public spaces Build to a high environmental standard and supporting on-site renewable energy measures (wind turbines/solar panels) **Encourage the reduction of car journeys** and promote sustainable forms of transport i.e. walking, cycling and the use of public transport **Procure energy** from sustainable sources i.e green energy from wind farms and now con- sider ethical sources no gasprom

