



Modern Slavery Statement

This statement is made as part of Globe Locums' commitment to eliminating the exploitation of people under the Modern Slavery Act 2015 (the Act). It summarises how Globe Locums operates, the policies and processes in place to minimise the possibility of any problems, any risks we have identified and how we monitor them, and how we train our staff.

This statement is published in accordance with section 54 of the Act, and relates to the financial year 01 June 2018 – 31 May 2019, approved by the Directors on 18th November 2019.

Gavin Grant / James Dodwell
Directors

Our Business

Globe Locums is a limited company operating in the healthcare recruitment sector. We supply temporary workers to the NHS and other Healthcare organisations. Globe Locums is an independent business.

Who we work with

All of the hirers that we work with, and all of the work-seekers we provide, are known to and identified by our staff. All of the temporary workers we supply are identified by our staff. Some of these work-seekers operate through their own limited companies. Some of our work-seekers are supplied via other businesses, who facilitate providing them to the eventual hiring company.

The hiring companies that we work with are located in the UK. The workers we supply live in the UK.

Other relationships

As part of our business, we also work with the following organisations:

- NMC, GMC, HCPC, GDC amongst other professional bodies
- DBS
- the Recruitment and Employment Confederation (www.rec.uk.com)



Our Policies

Globe Locums has a modern slavery policy available upon request.

In addition, Globe Locums has the following policies which incorporate ethical standards for our staff and our suppliers.

- Anti-bribery / corruption policy, and
- Raising concerns policy (whistle-blowing).

Policy development and review

Globe Locums' policies are established by our directors and our senior leadership team, based on advice from HR professionals, industry best practice and legal advice. We review our policies annually or as needed to adapt to changes.

Our Processes for Managing Risk

In order to assess the risk of modern slavery, we use the following processes with our suppliers:

- When engaging with suppliers, we ask for evidence of their processes and policies, including commitments around modern slavery, human trafficking, forced labour, human rights, and whistle-blowing.
- We conduct audits before entering into a commercial relationship with any business where there is the potential for risk. These audited businesses form the basis of our preferred supplier list.
- We review the potential for risk at regular intervals, including the possibility of re-auditing a supplier or conducting spot checks.

After due consideration, we have not identified any significant risks of modern slavery, forced labour, or human trafficking in our supply chain. However, we continue to be alert to the potential for problems.

Additionally, we have taken the following steps to minimise the possibility of any problems:

- We reserve the right to conduct spot-checks of the businesses who supply us, in order to investigate any complaints.
- We require the businesses we work with to publish a modern slavery statement.
- We collaborate with our suppliers in order to improve standards and transparency across our supply chain.
- Only senior members of staff who have undergone appropriate training for assessing modern slavery risks in the supply chain are authorised to sign contracts and establish commercial relationships in any area where we have identified the potential for risk.



- We ensure that all of our suppliers are members of appropriate industry bodies and working groups.

Our staff are encouraged to bring any concerns they have to the attention of management.

Our Performance

As part of monitoring the performance of Globe Locums, we track the following general key performance indicators:

- The level of compliance and transparency we have within our established supply chain.
- The speed in which we investigate related complaints.

Based on the potential risks we have identified, we have also established the following key performance indicators, which are regularly assessed by our board of directors and our senior leadership team:

- the percentage of suppliers who sign up to an appropriate code / provide their own modern slavery statements;
- the percentage of candidates supplied from audited businesses / our preferred supplier list;
- the effectiveness of enforcement against suppliers who breach policies;
- the amount of time spent on audits, re-audits, spot checks, and related due diligence;
- the level of modern slavery training and awareness amongst our staff;

Our Training

All of our staff receive training and support that is appropriate to their role. In particular:

- All of our staff receive awareness-raising information around issues involving modern slavery and human trafficking, so that they can bring any concerns they have to the attention of management.

As part of this, our staff are encouraged to discuss any concerns that they have. Training is refreshed regularly.