



Modern Slavery Statement

2023-2024

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1 Introduction

Modern slavery takes on various forms, such as slavery, servitude, forced labour and human trafficking, and is a criminal offense which violates basic human rights. At Datum RPO, we maintain a zero-tolerance stance towards modern slavery, exploitation, and human trafficking. As responsible members of society it is our duty to ensure that our workers are provided with safe and secure work environments.

We understand that preventing modern slavery is a top priority, and work alongside other businesses, charities, and organisations to combat this issue. Our commitment to eradicating modern slavery is evident in our management systems and supply chain compliance processes.

Datum RPO has previously published our commitment through the Staffline Group annual modern slavery statement, and we are proud to produce our first standalone statement covering 2023-2024. We have considered our own statement aims, objectives, and preventative measures to combat modern slavery and human trafficking, and we have conducted a review of the Ethical Trade Initiative base code guidance and the ILO indicators of Modern Slavery to prepare for this year's statement.

We recognise that modern slavery is an evolving crime that requires constant monitoring and adaptation. To mitigate risks, we have assessed our risk profile and implemented plans and actions accordingly. We remain committed to working proactively with our stakeholders to identify and address risks while ensuring that all our business activities adhere to ethical practices and comply with relevant laws and regulations.

In recent years there have been several significant situations such as Covid-19, the conflict in Ukraine and economic pressures which increased vulnerabilities for people in need. Unfortunately, this has also created opportunities for exploitation and modern slavery. At Datum RPO, we acknowledge this issue and are committed to supporting vulnerable individuals and preventing exploitation.

We remain closely connected to organisations such as the Gangmasters Labour Abuse Authority, Home Office, and police forces across the country which helps us gain insights into anti-slavery efforts and growing our knowledge to tackle and address this serious crime.

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About Us

Datum RPO assists many of the UK's largest companies to manage their temporary agency workers and agency fees. Working in partnership with clients and agencies we simplify the recruitment process, reduce costs, ensure legal compliance, and provide complete visibility.

Our expertise lies in supporting large-scale, multi-site companies that use numerous recruitment agencies across the UK. We take away the complexity and cost of managing multiple agencies from our customers and can provide a single point of contact for their worker requirements.

We ensure that our customers not only have access to the best available agency workers, but they can also rest assured that they are legally compliant and cost effective.

We utilise the latest technology to ensure that the whole recruitment process is seamless and transparent from order to invoice. Our systems ensure that every worker is audited against legal requirements in real-time for our customers, protecting both the reputation and welfare of their temporary workers.



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Datum RPO Organisational Structure & Supply Chain

Datum RPO operates within a complex supply chain structure involving various stakeholders and processes. Here is a description of the typical supply chain structure:

Clients: Datum RPO's clients are often large, complex organisations in need of outsourced recruitment services. These clients engage with us to manage their recruitment process for temporary labour.

Datum RPO: as the neutral vendor Datum RPO serves as the central entity in the temporary labour supply chain. We act as an intermediary between the client and other recruitment agency suppliers, coordinating and overseeing the onboarding of new temporary workers and contractors.

Suppliers: Datum RPO works with a network of recruitment agency suppliers and technology vendors. These suppliers provide specialised services, including candidate screening and selection, temporary and contract staffing, and tools to support the recruitment process.

Screening and Assessment: Datum RPO conduct secondary screening processes to verify checks made by suppliers are complete and accurate.

Onboarding and Integration: Once a candidate is selected, Datum RPO facilitate the onboarding process, ensuring temporary worker and contractor information is approved within and online job vacancy and timesheet portal. This process involves coordinating between both supplier and client. By effectively managing this supply chain structure Datum RPO provide comprehensive recruitment solutions to our clients, streamline processes, and deliver cost-effective and efficient hiring outcomes.

Our Focus

Our primary focus is to remove the burden and complexity of managing temporary agency labour for our customers.

Our Aim

Our primary aim is to set the benchmark for the management of the UK's temporary labour supply. If we do this correctly, we will turn the complexities of agency management into a benefit (not a burden).

4 Policy Statement

At Datum RPO, we have a strict zero-tolerance policy towards modern slavery and human trafficking. We recognise that these practices are serious violations of human rights and have no place in our modern society.

Our commitment to integrity means that we will not knowingly support or engage in any business that involves slavery or human trafficking. We expect all our suppliers, contractors, and business partners to share our commitment and take steps to prevent modern slavery and human trafficking.

We regularly review and monitor our policies and practices, as well as those of our partner suppliers, to ensure their effectiveness in preventing modern slavery and human trafficking. We also protect our employees from any human rights violations, unfair recruitment practices, and ensure they have access to internal and external grievance mechanisms.

We are committed to continuous improvement and compliance with all relevant laws and regulations. Our company policies are easily accessible to all employees through our live environment, and we offer additional awareness-checking learning materials through our Learning Experience Platform. These policies support our commitment to protecting human rights and eradicating modern slavery and unethical practices.

To prevent modern slavery, Datum RPO intends to take the following steps:

1. Develop and implement a slavery and human trafficking policy that sets out its commitment to preventing modern slavery in its operations and supply chain.
2. Conduct due diligence on its suppliers to identify and assess the risks of modern slavery in its supply chain.
3. Provide training to employees and suppliers on how to identify and prevent modern slavery.
4. Monitor and assess the effectiveness of its measures to prevent modern slavery in its operations and supply chain.
5. Establish mechanisms for reporting and addressing any concerns or incidents of modern slavery.

5 Due Diligence

At Datum RPO, we prioritise ethical standards and values in our labour supply chain. We conduct due diligence checks in our operations and supply chains to ensure they comply with our standards. Any non-compliance is promptly addressed by taking appropriate action.

We are ISO 9001 certified to ensure consistent and comprehensive policy management. Datum RPO has policies relating to human rights, modern slavery, human trafficking, and recruitment practices which are embedded in our culture and values to ensure consistent awareness is factored into our business practices.

We conduct checks to identify potential signs of modern slavery. If any indication is found, our Compliance Investigations team conducts a thorough and independent review, including liaison with external third parties as necessary to ensure that we take all necessary steps to address the issue.

6 Training & Awareness

Datum provides training and key information for all its employees. This contains essential information, including contact information in how to obtain assistance if needed.

We prioritise educating employees about modern slavery, specifically the indicators which help identify the warning signs and how to report any concerns to the appropriate channels.

We work alongside our clients and supply chains to build awareness around the importance of educating all stakeholders about modern slavery and we will continue to develop training resources to facilitate any stakeholder engaging with Datum

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Key Performance Indicators & Risk Assessments

In order for us to measure our effectiveness and progress in addressing and combatting modern slavery we will look at the following:

Datum RPO is developing its monitoring and reporting mechanisms to capture and record our performance in preventing modern slavery and human trafficking across our business. We regularly review our policies and procedures to ensure that they are effective in addressing these risks.

The scope of Datum indicates our business is low risk of direct Modern Slavery and exploitation for criminal infiltration. We believe that working with our supply chain to educate and address any cases will be the focus of our objectives and where we have the most exposure to risk.

Our KPI's are:

1. We aim to document the percentage of suppliers audited.
2. Ensure all clients are engaged in discussions or training related to modern slavery prevention.
3. Ensure employee training on Modern slavery and related policies is over 80%.
4. Develop a continuous improvement plan to drive actions and initiatives to addressing modern slavery risk.

These indicators will be reviewed and utilised to identify areas of additional need or improvement in identifying, preventing, and addressing modern slavery risks.



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Collaboration and Communication

We maintain regular communication with our suppliers, customers, and stakeholders to ensure they are fully informed about our strong commitment to preventing modern slavery and human trafficking in our business activities. Through collaborative efforts, we work together to identify and address any potential risks, share best practices, and promote effective processes and support arrangements. Our team engages with HR and management teams, increasing awareness and promoting the application of sound practices.

In our efforts to combat modern slavery, we actively collaborate with subject experts who have connections with the Gangmaster, and Labour Abuse Authority (GLAA) and we will promptly report any suspected cases or concerns related to modern slavery.

To prevent unlicensed gangmasters from infiltrating our operations and exploiting workers, we stay engaged with relevant updates from authorities and charities dedicated to tackling modern slavery. And we participate in the Stronger Together initiative, utilising the Responsible Recruitment Toolkit to prioritize modern slavery on ethical agendas.



9 Governance and Oversight

We have established governance and oversight mechanisms to ensure that our policies and procedures are effectively implemented, and to monitor our performance in preventing modern slavery and human trafficking. Datum RPO's Director, Neil Jackson, is responsible for ensuring compliance with our modern slavery statement and to oversee the implementation of our policies and procedures.

All our policies reflect the principles of protecting the welfare of workers. Looking after their wellbeing is at the core of our business and reflected within all processes and management arrangements. We constantly improve our processes to strengthen them and implement new checks as soon as we hear new learnings of how traffickers are evolving and learning new ways to infiltrate businesses like ours and those around us.

We continue to implement continuous improvement plans and develop new training and monitoring mechanisms.

Our internal audits ensure modern slavery information is communicated to all stakeholders and that they remain familiar and comply with Datum policies and processes to protect worker welfare.

We maintain a centralised repository of company policies, ensuring all our staff have access to and visibility of company policies. We regularly review and communicate, policy updates and company principles.



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Future Plans

We are dedicated to constantly building and improving our approach to prevent modern slavery and human trafficking in our business activities. We conduct regular reviews of our policies and procedures, taking appropriate measures to address any identified risks or areas for enhancement.

We aim to empower workers to understand their rights and have a clear understanding of what to expect while working in the UK. We continue to prioritise raising awareness among our workforce, encouraging them to report any instances of exploitative practices they may personally experience or witness, ensuring they can act on behalf of others affected by such practices.

At Datum RPO, we recognise the significance of our role in supporting local communities and preserving the environment in which we operate. Our corporate and governance strategies are intrinsically connected to our ethos to ensure consistent compliance exercises and encompass our commitment to combat modern slavery and hidden labour exploitation within our own organisation and with our business partners.

Our Environmental, Social and Governance (ESG) strategy remains connected to our broader business strategy and stays relevant to the industry. Our ESG Committee representatives possess extensive knowledge of our business and our parent organisation. They work diligently to integrate our ESG initiatives effectively recognising the interconnectedness between responsible business practices, sustainable development, and human rights.



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Summary

Modern slavery is a grave and pervasive human rights issue that persists globally, including within various industries and supply chains. It encompasses practices such as forced labour, human trafficking, debt bondage, and exploitation, where individuals are coerced or deceived into working under oppressive conditions.

To combat modern slavery, Datum RPO alongside many organisations are increasingly recognising the need to take proactive measures, include robust risk assessments, supplier audits, engagement with stakeholders, and remediation actions when instances are identified. Collaboration with relevant authorities, law enforcement agencies, and non-governmental organizations is essential for reporting and addressing cases of modern slavery.

Continuous improvement and vigilance are critical in the fight against modern slavery. Regular reviews of policies, procedures, and KPIs help Datum identify areas for improvement and take decisive action to address risks and protect vulnerable workers. By fostering awareness, encouraging reporting, and supporting survivors, organisations can contribute to dismantling the structures that enable modern slavery to persist.

Ultimately, the eradication of modern slavery requires a collective effort involving businesses, governments, civil society, and individuals. Through ongoing commitment, transparency, collaboration, and adherence to human rights principles, we can strive towards a world free from the abhorrent practices of modern slavery.



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A stylized, handwritten signature in black ink.

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