

Principal Resourcing Limited Modern Slavery Policy

1. Principal Resourcing is committed to eliminating modern slavery, human trafficking, forced labour, and similar human rights abuses.
2. Principal Resourcing is committed to ensuring that its staff and any workers it supplies (directly or indirectly) are not subject to behaviour or threats that may amount to modern slavery, human trafficking, forced labour, and similar human rights abuses.
3. Principal Resourcing provides appropriate training and awareness information for all of its staff.
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.
4. Any staff, workers or other parties are strongly encouraged to report any concerns or suspicions that they might have to Management or HR.
5. Reports surrounding these issues are taken extremely seriously by the senior leadership team, who are committed to ensuring that all investigations shall be prompt and effective. If our investigations reveal any issues, we are committed to taking appropriate action, including but not limited to:
 - Working with the appropriate organisations to improve standards,
 - Removing that organisation from our preferred supplier list,
 - Passing details to appropriate law enforcement bodies.
6. As a business dealing with education professionals, all of whom are thoroughly vetted, our internal risks are low. We however regularly monitor our risks and those of using external contractors through the use of relevant key performance indicators, including:
 - The effectiveness of enforcement against suppliers who breach policies,
 - The amount of time spent on audits, re-audits, spot checks, and related due diligence, and
 - The level of modern slavery training and awareness amongst our staff.
7. Principal Resourcing do not meet the threshold required to publish a modern slavery statement on an annual basis.

This policy was last reviewed February 2022 and is reviewed annually.