

# Modern Slavery and Human Trafficking Statement



This statement is made pursuant to section 54 of the Modern Slavery Act 2015 for the financial year ending [September 2023](#) and outlines the steps that Crest Plus Operations has taken to ensure that modern slavery and human trafficking does not take place within our business.

Crest Plus takes a zero tolerance approach to modern slavery; servitude; forced or compulsory labour and human trafficking. Moreover, we recognise that as a responsible corporate citizen Crest Plus has a responsibility to be alert to the risks of this, however small, both in its business and the wider supply chain. To this end our staff are fully aware of our company policy and are committed to report any concerns to management who in turn will be expected to act responsibly and ethically.

## ORGANISATION'S STRUCTURE

Crest Plus provides payment services to temporary workers, contractors, freelancers and recruitment agencies across a wide range of industry sectors. We help individuals find the best way for them to work, many of whom are engaged in temporary and project work.

To enable them to carry out that work Crest Plus has a variety of ways of working with those individuals in a manner which best suits them, depending on their circumstances. Individuals may be engaged as an umbrella employee or on a self-employed contracting basis.

All of our trading business is within Crest Plus Operations Limited, whose offices are based in Chester. The company has an annual turnover in excess of £36m, all of which is derived in the UK and we have no offshore affiliations.

Crest Plus Operations Limited is a member of the Freelancer and Contractor Services Association ([www.fcsa.org.uk](http://www.fcsa.org.uk)). An organisation setting the highest standard of compliance in the sector. We also work in accordance with various UK Government bodies and with complete adherence to all current tax compliance and statutory legislation.

## OUR SUPPLY CHAIN

Our supply chain includes the referral by UK recruitment agencies of applicants for workplace assignments for whom those agencies have found temporary work.

## OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING

We are committed to ensuring that there is no modern slavery or human trafficking in any part of our business or in our supply chain.

## DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING

As part of our initiative to identify and mitigate risk:

- ❖ We limit the geographical scope of our activities to the UK. When activity takes place outside the UK, which happens rarely but occasionally this requires director level approval;
- ❖ We have long standing relationships with most of the recruitment agencies that we deal with;
- ❖ We only deal with recruitment agencies that operate and have a presence in the UK and we expect them all to have suitable anti-slavery and human trafficking policies and processes;
- ❖ Given the nature of our activities and the supply chain which we form part of, it is not practical for us to have a direct relationship with all links in the chain, ultimately it is the workplace individuals that we assist by providing our payment services;
- ❖ We conduct due diligence on all customers and suppliers before entering into a contractual arrangement;
- ❖ To ensure that no modern slavery or human trafficking is taking place, we fully discuss an individual's circumstances prior to registration and to offer them the best solution for their needs;
- ❖ All contracted individuals are subject to full identity and UK right to work checks through an online validation system;
- ❖ We encourage the reporting of any concerns and the protection of whistle blowers.

## SUPPLIER ADHERENCE TO OUR VALUES

We expect all those in our supply chain to demonstrate similar values to those espoused herein.

## TRAINING

All Directors and senior managers have been briefed on this subject. We regularly conduct training for all employees in order to recognise the signs of modern slavery or human trafficking and how to report any concerns that they may have.

Statement approved by the Board of Directors [5<sup>th</sup> February 2024](#).

Valerie Lawton  
Managing Director  
Crest Plus Operations Limited