PINEAPPLE PARTNERS

Modern Slavery Policy

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1. Policy statement

Modern slavery, slavery, servitude, forced or compulsory labour, and human trafficking, is a crime and a violation of fundamental human rights, and recruitment is one of the industries through which it can be channelled. Pineapple Partners has a zero-tolerance approach, and we accept our particular responsibility as an employment business to make sure no one is placed into work through coercion, deception or debt.

2. What we do about it

- We verify every worker's identity and right to work face-to-face or by equivalent secure means, and we are alert to signs of coercion: documents held by third parties, wages paid into accounts not in the worker's name, addresses shared by many workers, or a third party speaking for the candidate.
- Workers are engaged directly and paid transparently; we never charge work-finding fees to candidates, which is both illegal and a classic exploitation marker.
- We check that umbrella and payroll providers we work with operate transparently and lawfully.
- We expect clients and suppliers to uphold the same standards, and contract on that basis.

3. Responsibility and compliance

The Director has overall responsibility for this policy; every member of staff is responsible for spotting and reporting concerns within their work. Prevention is part of induction training, and the topics above are refreshed alongside our safeguarding training.

4. Raising concerns

Any suspicion of modern slavery, in our supply chains, among our candidates, or on a client site, must be reported at once to the Director on 0161 524 1715, or confidentially under the Whistleblowing Policy. Where a person may be in immediate danger, call 999. External help: the Modern Slavery & Exploitation Helpline, 08000 121 700, operates around the clock.

5. Breaches

Employees who breach this policy face disciplinary action up to dismissal. Suppliers or clients who breach it lose our business, and matters are reported to the authorities. This policy is reviewed annually by the Executive Management Team.