



This is our
Modern Slavery

2023/2024 commitment

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INTRODUCTION FROM THE BOARD OF LIQUID FRIDAY LTD

This statement sets out Liquid Friday's actions to understand all potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its own business and its supply chains.

Liquid Friday operates in multiple industries, including but not limited to;

- Creative
- Driving/HGV
- Engineering
- Industrial
- IT
- Legal
- Leisure/Hospitality
- Medical
- Office/Admin workers
- Rail
- Sales/Marketing
- Social/Care work
- Telecoms Engineering

The organisation recognises that it has a responsibility to take a robust approach to slavery and human trafficking. We all have a responsibility to be alert to the risks, however small, within our own business and in the wider supply chain.

Our staff are expected to report concerns and management are expected to act upon any reports.

ORGANISATIONAL STRUCTURE

Liquid Friday employs and contracts out specialist workers in the UK for use by third parties.

We provide services, skills and expertise across Construction, Health, IT, Engineering and Social Care sectors. We are 'the experts' at making contracting easy, fun and rewarding.

Liquid Friday has an annual turnover more than £180m.

OUR SUPPLY CHAIN

Our supply chain includes the sourcing & provision of labour for temporary assignments to the recruitment industry for use on projects and assignments.

OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Anti-Slavery policy reflects Liquid Friday's commitment to always act ethically and with integrity throughout our business relationships.

We have developed robust systems and procedures to test for the presence of Slavery and/or Human Trafficking whilst providing clear guidance to all our teams on how to alert management to any suspected incidents.

DUE DILIGENCE FOR SLAVERY AND HUMAN TRAFFICKING

As part of our policy and procedures to identify any risk, Liquid Friday ensures that;

- Where viable, we run regular Assignment Checks to ensure that workers hours and pay are accurate and that their working environment matches our requirements.
- We always complete a Right to Work check, ensuring that those workers do have the right to work in the UK and are aware of the rights and responsibilities working in the UK gives.
- Where possible we speak with agency partners to ensure that the worker is provided with adequate support throughout their assignment.
- We aim to always build long standing relationships with suppliers and clients and always make clear our expectations regarding the business behaviour.
- We will also aim to work with suppliers that are members of their appropriate trade association.
- Whistleblowing Policy, the organisation encourages all its workers, customers and other business partners to report any concerns related to the direct activities, or the supply chains of the organisation.
- An annual audit comprising of questions regarding the management of combating Modern Slavery throughout the supply chain, seeking confirmations and evidencing compliance

RISK ASSESSMENT

We have completed a comprehensive risk assessment of our direct and indirect supply chain. We have been identified as "low risk". This is primarily due to our suppliers and clients being based within the UK.

Our annual audit is designed to highlight issues regarding the working practices and contractual arrangements that exist within the wider Liquid Friday supply chain.

SUPPLIER ADHERENCE

We have a zero tolerance to slavery and human trafficking. We expect all those in our supply chain and any contractors to comply with the values set out in this document.

TRAINING

To guarantee a high level of understanding and engagement with this policy and the risks associated with modern slavery and human trafficking in our supply chain or business, we provide training to relevant members of staff. All Directors have been briefed on this subject.

MEASURING EFFECTIVENESS IN COMBATING SLAVERY AND HUMAN TRAFFICKING

We use the following key performance indicators (KPI's) to measure how effective we have been in combatting slavery and human trafficking in any part of our business or supply chain;

- Completion of Audits by Managers and Business Development Managers.
- Use of Labour monitoring and Payroll Systems
- Level of communication and personal contact with both workers and the next level in the supply chain to ensure their level of compliance and understanding matches our own.

DECLARATION

This statement has been approved by the organisation's board of directors and is made in pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the businesses slavery and human trafficking statement.