

# OCEAN EDGE

## EXECUTIVE SEARCH

<b>Company Name:</b>	Ocean Edge Resource Management Ltd (“the Company”)
<b>Policy No.</b>	023B
<b>Policy Name:</b>	Modern Slavery Policy and Statement
<b>Date:</b>	September 2023
<b>Version:</b>	001

### Modern Slavery Statement

Ocean Edge Resource Management Limited

This statement is made as part of Ocean Edge’s commitment to eliminating the exploitation of people under the Modern Slavery Act 2015 (the Act). It summarises how Ocean Edge operates, the policies and processes in place to minimise the possibility of any problems, any risks we have identified and how we monitor them, and how we train our staff.

This statement is published in accordance with section 54 of the Act, and relates to the financial year 2023 - 2024. It was approved by the Company Directors on the 11<sup>th</sup> April 2023.

**Philip Foster**  
**Managing Director**

#### 1 Our Business

Ocean Edge Resource Management is a Limited Company operating in the recruitment sector. We provide introduction services / supply temporary workers in the Affordable Housing sectors.

Ocean Edge Resource Management Limited is an independent business.

##### 1.1 Who we work with

All of the hirers that we work with, and all of the work-seekers we provide, are known to and identified by our staff. All of the temporary workers we supply are identified by our staff. Some of these work-seekers operate through their own limited companies. We do not supply work-seekers to hiring companies through any intermediaries.

The hiring companies that we work with are located in the United Kingdom. The work seekers we supply live in the United Kingdom.

##### 1.2 Other relationships

As part of our business, we also work with the following organisations:

- the Recruitment and Employment Confederation ([www.rec.uk.com](http://www.rec.uk.com)) and the Institute of Recruitment Professionals ([www.rec-irp.uk.com](http://www.rec-irp.uk.com))

# OCEAN EDGE

## EXECUTIVE SEARCH

### 2 **Our Policies**

Ocean Edge Resource Management has a modern slavery policy available on request

In addition, Ocean Edge Resource Management has the following policies which incorporate ethical standards for our staff

- Equal Opportunities and Diversity
- Anti-bribery and corruption
- Complaints procedures

#### 2.1 **Policy development and review**

Ocean Edge Resource Management's policies are established by the Managing Director based on advice from HR professionals, industry best practice and legal advice. We review our policies annually.

### 3 **Our Processes for Managing Risk**

In order to assess the risk of modern slavery, we use the following processes with our suppliers:

- We conduct audits before entering into a commercial relationship with any business where there is the potential for risk. These audited businesses form the basis of our preferred supplier list.

After due consideration, we have not identified any significant risks of modern slavery, forced labour, or human trafficking in our supply chain. However, we continue to be alert to the potential for problems.

Additionally, we have taken the following steps to minimise the possibility of any problems:

- We reserve the right to conduct spot-checks of the businesses who supply us, in order to investigate any complaints.
- We collaborate with our suppliers in order to improve standards and transparency across our supply chain.
- We ensure that all of our suppliers are members of appropriate industry bodies and working groups.

Our staff are encouraged to bring any concerns they have to the attention of management.

### 4 **Our Performance**

As part of monitoring the performance of Ocean Edge Resource Management, we track the following general key performance indicators:

- Staff training
- Verification of clients
- Reviewing main suppliers
- Regular review of recruitment process

Based on the potential risks we have identified, we have also established the following key performance indicators, which are regularly assessed by the Managing Director.

- the percentage of suppliers who sign up to an appropriate code / provide their own modern slavery statements
- the percentage of candidates supplied from our preferred supplier list
- the effectiveness of enforcement against suppliers who breach policies
- the amount of time spent on audits, re-audits, spot checks, and related due diligence
- the level of modern slavery training and awareness amongst our staff

We benchmark our indicators against industry best-practice in order to ensure that we do not put undue pressure on our suppliers that might increase the potential for risk.

# OCEAN EDGE

## EXECUTIVE SEARCH

### 5 **Our Training**

All of our staff receive training and support that is appropriate to their role. In particular:

- Our leadership team receive detailed training in identifying and resolving concerns around modern slavery and human trafficking.
- 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.

As part of this, our staff are encouraged to discuss any concerns that they have.

Training is refreshed annually or when deemed necessary with regulatory bodies.