IDPP – Modern Slavery Statement

This statement is made pursuant to Section 54 of the Modern Slavery Act 2015 and sets out the steps that IDPP Consulting Limited has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. IDPP has a zero-tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings, and commited to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

Our business

IDPP Consulting Limited are an IT, IT Security and Telecoms recruitment business, and Project and Resource Solutions business, operating with the United Kingdom, with four offices and 22 employees.

Our high-risk areas

As our core business is focused on the provision of recruitment services in respect of IT professionals, (rather than in relation to agriculture, retail or manufacturing, which are sectors we perceive to present a higher risk of labour exploitation and modern slavery), we do not consider that we operate in a particularly high-risk sector. This evaluation process will continue on an annual basis.

Our policies

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

1. **Recruitment policy:** We operate a robust recruitment policy, including conducting eligibility to work in the UK checks for all employees and candidates to safeguard against human trafficking or individuals being forced to work against their will. We also only engage with Umbrella Companies who are FCSA or Professional Passport Accredited, ensuring compliance with the current Home Office Right to Work Checklist, which can be found here: https://www.gov.uk/government/publications/right-to-workchecklist

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2. **Whistleblowing policy:** We operate a whistleblowing policy so that all employees know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals.

3. **Code of Conduct:** IDPP adheres to the strict Code of Conduct and pass an external quality check with end clients and candidates. The code demonstrates the way we behave as an organisation and how we expect our employees and suppliers to act.

Our suppliers

We conduct due diligence on all suppliers. This due diligence includes a contractual obligation to adhere to the UK Government Legal Requirements relating to Modern Slavery, which can be found here: https://www.gov.uk/government/publications/modern-slavery-awareness-booklet, and to ensure that each organisation in our supply chain has never been convicted of offenses relating to modern slavery.

Suppliers who enter into a contract with IDPP are confirming to us that:

1. They have taken steps to eradicate modern slavery within their business
2. They hold their own suppliers to account over modern slavery
3. They pay their employees at least the national minimum wage
4. They provide adequate protection to whistle blowers
5. We may terminate the contract at any time should any instances of modern slavery come to light

Training & Performance Indicators

Given our view that IDPP's exposure to modern slavery risk is limited, and the existing due diligence processes we already have in place as an organisation, except as noted above, we have not implemented any specific training of our UK employees or key performance indicators in relation to modern slavery and human trafficking during the previous financial year.

IDPP does take the opportunity to direct our staff and employees to the Government Trainnig Resource Page for Modern Slavery, which can be found here: https://www.gov.uk/government/publications/modern-slavery-training-resource-page/modernslavery-training-resource-page

This page was last updated in January 2024