



CORSERV LIMITED

Modern Slavery and human trafficking statement for the Corserv Group of Companies (financial year 2021/22)

Corserv Limited is wholly owned by Cornwall Council and the parent company to a number of Cornwall Council arm's length companies. The Corserv Group of Companies includes: Corserv Limited, Cormac Solutions Limited, Cormac Contracting Limited, Cornwall Housing Limited, Cornwall Airport Limited, Corserv Facilities Limited, and Corserv Care Limited (the "Corserv Group of Companies").

Our purpose is to provide shared back-office functions such as human resources, finance, legal and governance and procurement to the Group. Cornwall Council is our shareholder and any profits made by the Group are returned to the Council as a dividend, which can be reinvested into public services. We employ 2,600 people across the Group.

We operate a zero-tolerance approach to modern slavery and human trafficking. We expect all of our Directors, Officers, employees, suppliers, contractors, our supply chain and any other third-party we engage, to adhere to and comply with our zero-tolerance policy.

We understand the importance of ensuring that robust systems are in place to identify and address any risks of modern slavery and/or human trafficking. We have continued to ensure that procedures are in place to identify, and where necessary, address such risks.

Recruitment and Employment

We have employment practices, procedures and diversity policies in place to help ensure the fair recruitment and treatment of employees. Prior to starting employment with us, we will verify and obtain evidence that a new employee has the right to work in the UK. Where there are additional requirements for employment (for example a Disclosure and Barring Service (DBS) check) then further forms of identification will be obtained and verified before employment commences.

Use of agency staff may be arranged through external recruitment agencies. Before any agency staff are engaged, assurance would be required that the individual has the right to work in the UK. Where the relevant employment checks cannot give the level of assurance required to our satisfaction, an individual would not be invited to undertake work in an agency capacity. A review of the external recruitment agencies, as engaged by the Group has verified that these agencies confirm that they are compliant with the Modern Slavery Act 2015. We will continue to review our external supplier's compliance and will ask them to provide evidence of such compliance, where required.



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Corserv also operates its own internal recruitment both within its Group of Companies and for external businesses (Jobline and Talentide) as well as an external apprentice service. Right to work in the UK is verified as part of standard candidate checks.

Suppliers

We have a diverse supply chain across the Corserv Group which includes agency staff, plant and materials, PPE and workwear, office equipment and furniture, cleaning products etc.,

We expect our sub-contractors, suppliers and consultants to ensure that there is no modern slavery or human trafficking within their businesses or supply chains. We seek approval directly from our suppliers through the tendering process and include a contractual requirement that adequate safeguarding arrangements are in place. We also include a right to terminate in our contracts where a supplier is found to have breached the legislation.

We also seek confirmation that, where a supplier is required to publish their own Modern Slavery statement, they are compliant with the reporting requirements under section 54 of the Modern Slavery Act 2015. Where any issues are identified, we would review our on-going relationship with that supplier.

Training

We have ensured that our staff are aware of modern slavery and human trafficking issues and how they can report any concerns (via our Speaking Up policy). We implement annual training on these issues to our staff to ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business.

We have safeguarding advocates in place across the Corserv Group of Companies who have received specialist safeguarding training to help identify any risks which could amount to modern slavery and/or human trafficking.

Policies

We have implemented a number of policies at Group level which are designed to identify and address modern slavery and human trafficking issues. These policies include Speaking Up (Whistleblowing), Modern Slavery, Supplier Code of Conduct, Safeguarding and DBS. In light of the upcoming change of law in relation to the procurement regulations (expected in 2023), we also intend to update our procurement policy.

These policies reflect our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure modern slavery and human trafficking is not taking place anywhere in our business or supply chains. Our Speaking Up policy provides a mechanism for our employees to report suspected breaches of these policies in confidence.





This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our Group's modern slavery and human trafficking statement for the financial year ending 31 March 2022.

A handwritten signature in blue ink, appearing to read 'Pete Andrew'.

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Pete Andrew
Chairman

For and on behalf of the Board of Directors of Corserv Limited
Approved by the Corserv Board on 28th September 2022

