



TALENTTIDE

TalentTide is a Trading name of CORSERV LIMITED**Modern Slavery and human trafficking statement (for the financial year 2019/20)**

Corserv Limited is wholly owned by Cornwall Council. The Corserv Group of Companies includes: Corserv Limited, Cormac Solutions Limited, Cormac Contracting Limited, Cornwall Housing Limited, Cornwall Airport Limited, Cornwall Development Company Ltd and Corserv Property Limited (the "Corserv Group of Companies").

The Corserv Group of Companies operates a zero-tolerance approach to modern slavery and human trafficking. We expect:

- all of our Directors, Officers, employees, suppliers, contractors and any other third party engaged by us, to adhere to and comply with this policy; and
- our supply chain to adhere to 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 put in place procedures over the last financial year to help us 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.

We continually review and seek to improve our recruitment processes. In the last financial year, we have recruited a Group Head of Resourcing to help us improve our recruitment practices.

Use of agency staff is arranged through 'TalentTide'. 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.

We also engage suppliers who provide temporary workers to the Corserv Group of Companies. These suppliers are required to sign TalentTide's standard terms and conditions and provide evidence that their candidates have the right to work in the UK.



TALENTTIDE

Suppliers

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 that adequate safeguarding arrangements are in place. 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 Group Whistleblowing policy).

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

Corserv has implemented a number of policies at Group level which are designed to address modern slavery and human trafficking issues. These policies include Modern Slavery and Human Trafficking, Whistleblowing and Safeguarding, Children, Young People and vulnerable adults.

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. The Corserv Group Whistleblowing Policy provides a mechanism for our employees to report suspected breaches of these policies in confidence.

Response to COVID-19

Like many other UK businesses, the outbreak of COVID-19 in late March 2020 has severely impacted our business.

Throughout the pandemic the Corserv Group of Companies has continued to provide essential services to its customers and the residents of Cornwall.

Due to heightened demand a campaign was run, "Proud to Care", to recruit additional care workers to assist vulnerable residents. We ensured that we maintained the same level of rigorous checks during the recruitment process, including DBS checks, to avoid any possible exploitation of vulnerable workers.

Other steps we have taken include implementing social distancing measures across our workforce (in accordance with UK Government guidelines), implementing working from home (where possible) and temporarily amending our occupational sick pay



TALENTTIDE

schemes to allow all employees who displayed symptoms of COVID-19 (or who were required to self-isolate) to receive full pay for sickness (regardless of length of service).

These measures were adopted in order to prevent the spread of COVID-19 throughout our workforce in-line with our duty to protect the health and safety of our staff.

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 2020.

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Pete Andrew
Chairman

For and on behalf of the Board of Directors of Corserv Limited