

The Modern Slavery Act 2015 requires large employers to be transparent about their efforts to eradicate slavery and human trafficking in their supply chains.

Galago have a zero tolerance approach to slavery and human trafficking and are fully committed to preventing slavery and human trafficking in our operation and supply chain. This statement sets out the actions that we have taken to understand potential slavery and human trafficking risks related to our business, and to implement steps to prevent this. This statement is published in accordance with section 54 of the Act in relation to the financial year 2021-2022. This statement was approved by the Board of Directors on 4th November 2021.

BUSINESS STRUCTURE

Galago is an independent group of companies operating in the recruitment and complex care sectors. The group supply recruitment and workforce solutions across the UK and Europe on a temporary, permanent, RPO and Executive search basis. We primarily operate in the healthcare, driving and logistics, engineering, manufacturing, contact centre and housing sectors. We also operate a complex care and homecare business, supplying services to the public and private sector.

Galago Group is made up of the following legal entities which are covered by this statement:

BUSINESS NAME	BUSINESS SECTOR
Galago Limited	Holding Company
Nursdoc Limited	Employment Business and Employment Agency
Nursing Direct Healthcare Limited	Care Provider
Daksta Limited	Employment Business and Employment Agency
Northern Recruitment Group Limited	Employment Business and Employment Agency
Quicktemp Limited	Employment Business and Employment Agency
NAG Recruitment Limited	Employment Business and Employment Agency
Paytime Payroll Solutions Limited	Dormant Company
Whitefly Limited	Dormant Company

The group supplies in excess of 2,000 workers per week from our offices in Surrey, Newcastle and Kent. We employ approximately 255 staff across these three offices.

The Group is a corporate member of the Recruitment and Employment Confederation and some of the individual businesses are members of the Association of Professional Staffing Companies (APSCO). The Care business is regulated by CQC.

POLICIES

The following policies are in place to identify and prevent modern slavery and human trafficking in our operations and serve to reinforce what we believe to be our moral code of conduct.

- Whistleblowing Policy.
- Code of Conduct – our code encourages staff and temporary workers to do the right thing by stating the actions and behaviour expected of them when representing the business.
- Equal Opportunities & Dignity Statement.
- Health and Safety Policy.
- Anti Bribery and Corruption Policy.
- Bullying and Harassment.

Policies are continually reviewed to ensure they reflect changes in legislation and we operate in accordance with these. All policies are approved by the Group Board.

TRAINING

Our internal staff receive training which is appropriate to their role. Our staff receive an initial induction upon joining the group which covers key areas relating to the sectors we operate within and to ensure compliance with our policies and procedures. We also have a regular training update cycle to ensure staff are aware of changes and refresh their knowledge. Examples of the training given include:

- Recruitment Compliance – Right to work in the UK checks and verification.
- Modern Slavery and Human Trafficking.
- Safeguarding training where required.
- Equality and Diversity training.

We do not currently operate within areas covered by the Gangmaster Licencing requirements but maintain this operational risk within our risk register.

QUALITY ASSURANCE

Galago Group is a corporate member of the Recruitment and Employment Confederation (REC) and follows the REC Code of Practice. This ensures basic statutory compliance as well as higher ethical standards in specific principles:

- Respect for laws
- Respect for honesty and transparency
- Respect for work relationships
- Respect for diversity
- Respect for safety
- Respect for professional knowledge
- Respect for certainty of engagement
- Respect for prompt and accurate payment
- Respect for ethical international recruitment
- Respect for confidentiality and privacy

RISK ASSESSMENT

We use guidance from the Stronger Together organisation to monitor and manage risk in relation to slavery and human trafficking. We have an internal audit framework that checks compliance with our internal policies and risk management framework. Due diligence is undertaken to ensure internally and through our supply chains that the appropriate checks are in place to minimise risks associated with modern slavery and human trafficking.

The impact from modern slavery and human trafficking is included in our risk matrix. We mitigate risks by having appropriately trained personnel in areas where the risk is greater and ensure this is continually monitored by the Board.

This statement is continually reviewed and updated on an annual basis. The Board of Galago Group is fully committed to ensuring slavery and human trafficking is not present in our supply chains.

Marc Stiff

Group Managing Director

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