



## HOPS MODERN SLAVERY STATEMENT & POLICY

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### Introduction

The Modern Slavery Act 2015 is amongst the first Acts in the world specifically tackling modern slavery; a global problem and international crime affecting millions of people worldwide. The new legislation significantly enhances support and protection for victims of slavery, servitude, forced or compulsory labour and human trafficking. This statement is in response to this Act and sets out the steps HOPS Labour Solutions Ltd (HOPS) has taken, and will continue to take, to ensure modern slavery or human trafficking is not occurring within our business or supply chain.

HOPS has a zero tolerance approach to any form of modern slavery and we are committed to operating ethically, with transparency and integrity, implementing controls and systems to safeguard against instances of modern slavery in our supply chain.

### About the organisation

Hops Labour Solutions Ltd (HOPS) are based at the National Agricultural Centre in Stoneleigh, Warwickshire and are wholly owned by the National Federation of Young Farmers' Clubs; one of the largest rural youth organisations in the UK dedicated to young people who have a love of agriculture and rural life.

HOPS are a recruitment company concentrating on recruitment of seasonal, temporary and permanent staff predominantly, but not exclusively, for the agricultural and horticultural sector.

### **HOPS Slavery and Human trafficking Policies**

HOPS recognises that it works within a sector that may be more susceptible to human trafficking and slavery than others. We as a Company are committed to ensuring and driving high standards across our supply chains.

HOPS works closely with its overseas partners, currently based in Romania and Bulgaria; and UK host employers to ensure that its workers do not fall victim to modern slavery or trafficking. We are registered with the Gangmasters and Labour Abuse Authority (GLAA), Clearview and the Association of Labour Providers and work with Stronger Together. HOPS staff regularly attends GLAA Labour users and labour provider meetings, 50 Club, Association of Labour Providers and other relevant sector meetings including attending International Labour Organisation conferences to help implement ethical practices throughout the HOPS recruitment process.

Contracts are held between HOPS and our end users (the host employers) and also between HOPS and our overseas Agents. These contracts reflect the standards in place to mitigate the risk of workers being abused in any way.

All workers will be interviewed to ascertain suitability to work in the UK. These workers will then have surveys and interviews during and after their placement. We verify the identity of each worker and their right to work before supply commences to guard against human trafficking or individuals being forced to work against their will

HOPS uses an independent qualified Auditor to audit all employers who place, or wish to place, HOPS workers. During the audit process, the wellbeing of workers is monitored. Overseas partners are also regularly audited in their home country.

HOPS is wholly committed to operating within UK legislation and seeks to work with employers and overseas agents that place equal importance on their obligations towards eliminating modern slavery. HOPS will supply workers to employers who operate within all relevant UK legislation, including employment law, Health and Safety regulations, Immigration restrictions and the National Minimum Wage.

HOPS Labour Solutions Limited

Registered in England & Wales: Company No. 7124036

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HOPS policies support the ethical and transparent nature in which the company strives to achieve; these are detailed in the following policies:

1. Responsible Recruitment Policy
2. Equal Opportunities Policy
3. Ethical Supply Chain Policy
4. Complaints Procedure
5. Ethical Trading Policy
6. Anti-Bribery policy

These are all available on the HOPS website for further information. All policies are in place to identify vulnerable individuals and support individuals and staff to identify, safeguard and report any instances of human trafficking, modern slavery or exploitation.

HOPS ensure our procurement and supply chain is carefully assessed and selected. HOPS registered recruitment agents are audited to HOPS standards and have active GLAA checks done throughout the year. HOPS map their supply chain and identify strengths and weaknesses to enable us to stay pro-active in our objective to eradicate any issues of modern slavery. HOPS Agents adhere to our zero tolerance policies toward slavery and human trafficking.

### **Training and support**

Staff, suppliers, customers and applicants are encouraged by HOPS and our host employers to report any suspicious activity or circumstances to the Modern Slavery Helpline 0800 0121 0700 or the GLAA 0800 432 0804 (<https://www.gla.gov.uk/who-we-are/modern-slavery/who-we-are-modern-slavery-who-can-help/>). HOPS staff would immediately contact the GLAA, Police or the Modern Slavery Helpline if we identified any suspicious circumstance with any of the workers we source.

### **Implementation**

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In 2018 HOPS changed its model to reflect a changing climate in recruitment and eliminated all fees to workers and this was adopted by the HOPS supply chain. Any future overseas representatives who wish to work with HOPS would need to adopt this ethical stance of no fees to workers.

Any incidents or reports of modern slavery will be reported and documented for internal review of processes and procedures.

All HOPS staff are expected to comply with all laws and act with integrity and honesty. The HOPS Board of Directors believe that driving out slavery in any form is fundamental and central to the aims and values of HOPS. Accordingly, the Board has approved this statement which will be reviewed annually, unless there is a requirement to review it more frequently.

Sarah Boparan



Operations Director

HOPS Labour Solutions Limited

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