

Modern slavery statement

Organisation

This statement applies to Bespoke Careers Management. The information included in the statement refers to the financial year 2019/2020.

Organisational structure

Bespoke Careers has a head office in London (United Kingdom) with further offices in Sydney and Melbourne (Australia) and New York and Los Angeles (United States of America). Each office has up to 30 employees who are a combination of local and ex-pat UK employees.

Each office has a Managing Director who co-owns the local entity in partnership with Bespoke Careers Group, owned by Company Founder Lindsay Urquhart. Company Directors include:

- Lindsay Urquhart CEO and Company founder
- Jimmy Bent COO
- Sophie Tait CPO
- Krista Shearer MD Sydney
- Kate Owens MD Melbourne
- Alastair Wallace MD New York
- Alex James MD Los Angeles
- Jill Showell MD London

The majority of the workforce are employed as recruitment consultants, with other roles being in a business operational capacity such as administration, marketing, finance, facilities, human resources and office management.

Definitions

The Organisation considers that modern slavery encompasses:

- human trafficking;
- forced work, through mental or physical threat;
- being owned or controlled by an employer through mental or physical abuse of the threat of abuse;
- being dehumanised, treated as a commodity or being bought or sold as property;
- being physically constrained or to have restriction placed on freedom of movement.

Commitment

The Organisation acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. The Organisation

understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

The Organisation does not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to the Organisation in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. The Organisation strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in the UK, Australia and the USA and in many cases exceeds those minimums in relation to its employees.

Supply chains

Our supply chains include IT, financial, legal and marketing services, training providers, publishing and printing services. We have reviewed the risks that these supply chains can present and whilst we consider our exposure to modern slavery to be limited, we expect our suppliers and contractors to demonstrate a zero-tolerance approach to exploitation.

In general, the Organisation considers its exposure to slavery/human trafficking to be relatively limited. Nonetheless, it has taken steps to ensure that such practices do not take place in its business nor the business of any organisation that supplies services to it.

Steps

The Organisation carries out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in its organisation or supply chains, including conducting a review of the controls of its suppliers.

The Organisation has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.

In accordance with section 54(4) of the Modern Slavery Act 2015, the Organisation has taken the following steps to ensure that modern slavery is not taking place:

- reviewing our supplier contracts to include termination powers in the event that the supplier is, or is suspected, to be involved in modern slavery;
- annual checks to embed a zero-tolerance policy towards modern slavery;
- training staff on the topic of modern slavery.

Slavery Compliance Officer

The Organisation has a Slavery Compliance Officer, to whom all concerns regarding modern slavery should be addressed, and who will then undertake relevant action with regard to the Organisation's obligations.

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2010 and will be reviewed for each financial year.