

Minden U.K. Limited Human Trafficking and Modern Slavery Statement



This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015.

Minden U.K. Limited ('Minden') is a contracting intermediary operating in all sectors, supplying temporary labour to its clients. As people are the core of our business, we are committed to ensuring that there is no modern slavery or human trafficking taking place in any part of our business. We are dedicated to ensuring that our staff and any temporary workers that we supply to our clients (directly or indirectly) are not subject to behaviour or threats that amount to modern slavery or human trafficking.

A proportion of the labour supplied by Minden could be identified as "at risk" on the basis of their being lower paid workers.

Employees of Minden receive a Whistleblowing Policy as part of their Employee Handbook and we encourage them to express their concerns and not think that speaking up would be disloyal to their colleagues, Minden, our clients or our suppliers.

Our software enables us to ensure that our employees are paid at least the National Minimum Wage/National Living Wage in force, as it has a built-in alert if any employees' pay breaches the statutory rates. Our payroll team are also always up to date with amended statutory rates and understand the important of compliance in this area, as well as other areas relating to employment law.

Should any temporary worker engaged via Minden ask for their remuneration to be paid via a bank account belonging to another individual, we undertake a process to ensure that we receive written confirmation from both the worker who is due to be paid and the bank account holder to confirm they are both happy for the payment to be made to the nominated bank account.

We encounter instances whereby a temporary worker may not speak fluent English and so, we will try to speak to a friend or associate of theirs who does speak fluent English to ensure their understanding of our engagement of them. In spite of this we only converse with a third party on instigation by the temporary worker and always require their authority to continue this arrangement. Minden are considering translating contractual documentation into various languages to ensure that all temporary workers clearly understand their contractual rights and obligations.

We check the right to work documentation of employees to confirm their eligibility to work in the UK. The process we undertake is in accordance with the Home Office guidance.

We will be reviewing our due diligence processes with a view to bolster our internal processes, particularly in relation to our suppliers.

We will continue to work with our advisors, Aspire Business Partnership, who have consultants who hold a Certificate in Investigating Modern Slavery, awarded by the Gangmasters Licensing Authority in partnership with the University of Derby.

Uwe Neugebauer

A handwritten signature in black ink, appearing to read "Uwe Neugebauer", written over a horizontal line.

Managing Director