

Perrett Laver Limited

Modern Slavery Act 2015 Slavery and Human Trafficking Statement - January 2023

Introduction from our Founders and Directors

We are committed to implementing practices aimed at combatting slavery and human trafficking.

Perrett Laver is the leading international executive search firm working with 'mission-driven' sectors worldwide. We advise on leadership transitions for educational, research, healthcare, philanthropic, non-profit and cultural organisations in over 60 countries globally.

We act as an employment agency, employment business and executive search consultancy. We have to remain vigilant to the possibility of slavery and human trafficking forming part of our business and/or supply chains.

We appreciate that the recruitment industry faces particular challenges in this area, although consider that our key areas of specialism make this less likely. We consider that there is a low risk of labour exploitation or other forms of slavery and human trafficking occurring within our business and in our supply chain, but remain committed to preventing these practices.

Organisational Structure

Our Board is comprised of a Chair and 3 members which includes our two Directors and Co-Founders. Answerable to the Board is our Practice Leadership which is based in the UK and our Regional Leadership based in the UK, the Americas and the Asia-Pacific region.

Our business

Our business is organised in the following sectors – higher education and research leadership; schools and educational organisations; arts, culture and sport; global non-profit organisations; health and social care; philanthropy, communications and engagement.

All of our sectors require borderless executive search. We have developed deep expertise in the identification of global candidates and securing of overseas appointees. We engage candidates in a proactive and detailed interaction that considers a wide array of motivations, cultural sensitivities and highly practical personal details, including building knowledge of each country's tax and pension context, schooling, housing and lifestyle.

Our supply chains

We work primarily with SME suppliers for our IT, legal, accountancy, reprographics, media, advertising and design such that we have insight into their supply chains and recruitment methods. We expect the staff employed in our supply chain, whether permanent or temporary, to have the same basic rights at work as our own employees. We work closely with our suppliers to ensure good visibility of their practices and conduct due diligence processes in relation to slavery and human trafficking. We commit to continuing to monitor the risk in our supply chains.

Our policies on slavery and human trafficking

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. This Anti-slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

Due diligence processes for slavery and human trafficking

As part of our initiative to identify and mitigate risk we undertake due diligence when considering taking on new suppliers, and regularly reviews its existing suppliers. The Group's due diligence process includes:

- building long-standing relationships with suppliers and making clear our expectations of business partners
- evaluating the modern slavery and human trafficking risks of each new supplier
- implementing systems to encourage the reporting of concerns and the protection of whistle blowers which is publicised to all new employees as part of our induction process

Supplier adherence to our values

We have zero tolerance to slavery and human trafficking. We require those in our supply chain and our contractors to comply with our values.

We also have a robust recruitment process, in line with relevant Employment laws in the regions in which we operate. We ensure that all our employees have the right to work in the relevant country and pay employees into a bank account with their own name.

Staff awareness

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we ensure that our members of staff are aware of this policy and our standards.

Handwritten signatures of Simon Laver and Dan Perrett. The signature for Simon Laver is on the left, and the signature for Dan Perrett is on the right, with a horizontal line underneath the name.

Dan Perrett and Simon Laver

Directors and Co-Founders