

Compliance Statement

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Document owner / signatory	Director, PWR People Ltd
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Company	PWR People Ltd (Company No. 17448327), 2nd Floor College House, 17 King Edwards Road, Ruislip, London, HA4 7AE

This statement summarises the legal, regulatory and ethical framework within which PWR People Ltd operates as a UK recruitment agency and employment business, and how we ensure compliance with it. It is intended for clients, tender evaluators, candidates and suppliers.

1. Purpose and scope

This statement applies to all PWR People Ltd activities, staff, associates and suppliers. It confirms our commitment to full compliance with applicable law and to the highest standards of professional and ethical conduct.

2. Regulatory status and recruitment law

PWR People Ltd operates as an Employment Agency (permanent recruitment) and an Employment Business (contract and temporary supply) as defined by the Employment Agencies Act 1973. We comply with the Conduct of Employment Agencies and Employment Businesses Regulations 2003, including: agreeing written terms with clients and work-seekers before services are provided; issuing Key Information Documents to agency workers before terms are agreed; obtaining and confirming candidate identity, experience, qualifications and any authorisations required for the role; and obtaining sufficient information from hirers about vacancies, including health and safety risks. We operate within the oversight of the Employment Agency Standards Inspectorate.

We comply with the Agency Workers Regulations 2010, including day-one rights and the 12-week equal-treatment entitlement, and with the Working Time Regulations 1998 in relation to workers we supply.

3. Worker tax status, IR35 and umbrella companies

For contractors engaged via personal service companies we apply the off-payroll working (IR35) rules correctly, acting as fee-payer where the rules require. We engage only umbrella companies holding recognised accreditation (for example FCSA or Professional Passport), carry out documented due diligence before engagement and at least annually thereafter, and monitor the umbrella-company regulatory reforms taking effect in 2026 to ensure our supply chain remains compliant and any joint-and-several-liability exposure is managed.

4. Employment law developments

We monitor the phased commencement of the Employment Rights Act reforms and keep our contracts, Key Information Documents and processes compliance-ready as each provision takes effect.

5. Right to work and immigration compliance

We carry out a compliant right-to-work check on every worker before their first assignment, using the Home Office online service, an Identity Service Provider, or a manual document check as appropriate, and retain records in accordance with Home Office guidance to establish a statutory excuse against civil penalties under the Immigration, Asylum and Nationality Act 2006. Follow-up checks are diarised for time-limited permissions.

6. Anti-bribery and corruption

We comply with the Bribery Act 2010. We prohibit bribes and facilitation payments, keep a gifts and hospitality register, and maintain proportionate anti-bribery procedures for a business of our size.

7. Equality, diversity and inclusion

We comply with the Equality Act 2010 in all recruitment, selection and placement activity. We do not discriminate on the basis of any protected characteristic, we make reasonable adjustments, and we will not accept discriminatory instructions from clients.

8. Financial crime and tax evasion

We comply with the Criminal Finances Act 2017 and maintain reasonable procedures to prevent the facilitation of tax evasion, including umbrella due diligence and verification of payment arrangements. We comply with applicable anti-money-laundering and sanctions requirements.

9. Data protection

We comply with the UK GDPR, the Data Protection Act 2018 and PECR as set out in our GDPR Policy & Privacy Notice (PWR-POL-001).

10. Health and safety, modern slavery, environment and quality

Our commitments in these areas are set out in our Occupational Health & Safety Policy (PWR-POL-006), Modern Slavery Policy and Statement (PWR-POL-003 and PWR-POL-004), Environment Policy (PWR-POL-005) and Quality Policy (PWR-POL-007).

11. Whistleblowing

Anyone may raise a concern about suspected wrongdoing with the Director. Protected disclosures are handled in accordance with the Public Interest Disclosure Act 1998 and no one will suffer detriment for raising a genuine concern.

12. Insurance

We maintain Employers' Liability insurance (minimum £5 million), Public Liability and Professional Indemnity insurance appropriate to our activities. Certificates are available on request.

13. Responsibilities, implementation and KPIs

The Director owns compliance and reviews this statement annually. Implementation is supported by a compliance calendar with automated expiry reminders, documented right-to-work and certification checks within our third-party software, umbrella due-diligence files, and insurance renewals. Key performance indicators:

- 100% of right-to-work checks completed and recorded before first assignment.
- 100% of Key Information Documents issued before terms are agreed.
- 100% of umbrella partners accredited and reviewed within the last 12 months.
- Zero regulatory findings or civil penalties.

14. Raising concerns and review

Concerns may be raised with the Director or with the relevant regulator (Employment Agency Standards Inspectorate, HMRC, ICO). This statement is reviewed annually; next review September 2027.