



Right to Work Policy Statement

We at IDSL are committed to ensure that all of our employees, agency workers and those engaged via labour providers, have a legal right to work in the UK.

IDSL's Finance / HR team is responsible for;

- Ensuring all new and existing employees have the right to work in the UK, obtaining sufficient evidence and documentation as required by the legislation and detailed on the Home Office Right to Work Checklist.
- Liaising with Agency and Labour Providers to ensure their understanding and compliance with the Right to Work requirements.

EU Settlement Changes

Following Brexit on 31 December 2020, EU, EEA and Swiss Citizens working in the UK had until 30 June 2021 to apply for Settled Status under the EU Settlement Scheme.

Prior to 30 June 2021, IDSL's Finance / HR team;

- Reviewed all existing employees for those affected by the changes and highlight accordingly.
- Liaised with Agency and Labour Providers regarding the upcoming changes to ensure their understanding.

Post 1 July 2021, IDSL's Finance / HR team continue to;

- Ensure all new and existing employees have the right to work in the UK, obtaining sufficient evidence and documentation as required by the legislation and detailed on the Home Office Right to Work Checklist, including the changes following the implementation of the EU Settlement Scheme.
- Periodically liaise with Agency and Labour Providers to ensure their understanding and compliance with the Right to Work requirements and EU Settlement Scheme.

A handwritten signature in black ink, appearing to read 'D. Barnes', is written over a light blue horizontal line.

Dean Barnes
Managing Director

July 2024