

Our use of sub-contractors policy.

We aim to provide a tailored and flexible service to all our clients. In some instances we achieve this by using a trusted panel of specialist sub-contractors, freelancers and temporary staff.

For us this primarily means:

- Use of freelance staff and sub-contractors to ensure project deadlines are met.
- Use of specialist sub-contractors and freelance staff who have specialist skills not available within our company.
- Use of freelance staff and sub-contractors for staff leave, maternity and paternity cover.

Factors for the selection of freelance staff and sub-contractors:

- Ex-employees who have chosen to 'go it alone' either setting up their own business or work as a 'temp'.
- Rated as an industry specialist in their field.
- Testimonials from clients and industry peers.
- Credit check to understand their financial standing.
- Review of their working practices and processes.