**TELPASC/ Ethero response to allegations of fee-charging & debt bondage among UK migrant scheme operators, 13November 2023:**

Below is ethero ltd’s / Tading as TELPASC formal response.

Whilst we are aware that the information highlighted in the House of Lords report you mention pre-dates our entry into the Seasonal Workers Scheme as a licensed operator, Ethero ltd trading as TELPASC (The ethical labour provider and skills consortium) takes its responsibilities in terms of human rights and our recruitment supply chain very seriously.

We are professional and qualified recruiters with significant experience in selecting, evaluating and approving recruitment channels and processes across multiple sectors and international boundaries. We take great care to ensure that we follow all of the correct legal and ethical guidelines when recruiting and operating with the Seasonal Worker route. Furthermore, we retain complete exclusivity and control of all elements of our recruitment supply chain so that we can avoid middle men scenarios. We also operate internal audit procedures at every level of our operation ensuring that we are able to quickly identify and resolve risk issues that might ultimately have a detrimental effect on candidates / workers.

To date, we have had no issues relating to worker welfare reported to us in regard to workers we have recruited for UK growers via the SWS scheme.

We have fully defined complaints processes which are made available to all workers we recruit at the registration stage. These processes are independent to normal operations to ensure that workers can raise concerns to us without fear of retribution. We also have clear, agreed communications channels with key contacts with all growers / customers which allow us to raise concerns swiftly with them should they arise. Our experience so far of working with UK growers is that they are at the forefront of ethical employment practices and that they are motivated to ensure that the workers we have supplied to them work under excellent conditions.