

## **Modern Slavery and Human Trafficking Statement** **2022 – 2023**

### **Introduction**

This statement has been made pursuant to s.54 of the UK Modern Slavery Act 2015 for the year ending 31 December 2022.

24-7 Recruitment Services Ltd ("**24-7 Recruitment**") recognises the crucial importance of tackling Modern Slavery and Human trafficking. Modern slavery encompasses slavery, servitude, human trafficking and forced labour. 24-7 Recruitment has a zero-tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

### **About us**

Established in 2001, 24-7 Recruitment is a UK based provider of staffing solutions to the Industrial, Transport, Aviation and Ports, and, Manufacturing sectors. Predominantly dealing with temporary placements, we also support commercial permanent recruitment within these sectors. Operating across the UK, with onsite based management teams embedded within our clients' operations, we work closely with our clients, colleagues (employees and temporary workers) to deliver productive and cost-efficient solutions.

We pride ourselves as being a supportive employer and all of our colleagues, and all those we come into contact with, are treated respectfully and considerately in accordance with our Code of Conduct to uphold our 24-7 Recruitment Services brand values.

We are committed to working alongside any organisation which will support in the overall aim of tackling Modern Slavery within our supply chain and across the UK.

### **Financial year**

24-7 Recruitment's financial year ended on 31 March 2022.

### **Exposure of Modern Slavery**

We know that as a large supplier of labour, multiple Modern Slavery risk factors could possibly be present in our own operations and our supply chain, and these may not be obviously apparent.

24-7 Recruitment adheres to the ETI (Ethical Trading Initiative) Base Code to support respect for workers' rights and create an environment where all workers are free from exploitation and discrimination, and enjoy conditions of freedom, security, and equity. We have set out our responsibility in combatting forced labour in our Forced Labour and Ethical Policy.

### **Policies and Procedures**

We are proud to partner with the Stronger2gether initiative to aim to reduce modern slavery particularly; forced labour, labour trafficking and other hidden third-party exploitation of employees.

24-7 Recruitment operates a number of policies to ensure that we are conducting business in an ethical and transparent manner, and all of our colleagues understand our high standards, and know where they can receive support.

- Our Preventing Hidden Labour Exploitation Policy and Forced Labour and Ethical Policy sets out the responsibilities of everyone within the business to identify and report any suspicions of potential cases of exploitation.

- We have agreements in place with 2nd tier suppliers and all suppliers are made aware of our company policies and measures to tackle exploitation.
- Our Supplier code of conduct must be adhered to by all suppliers across the business.
- We operate a robust recruitment policy, including conducting eligibility to work in the UK checks for all applicants and colleagues to safeguard against human trafficking or individuals being forced to work against their will.
- We operate a whistleblowing policy so that all of our colleagues know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of detriment.
- Our Code of business conduct explains the manner in which we behave as an organisation and how we expect our colleagues and suppliers to act.

This year we have revised a number of our policies so our commitment to preventing Modern Slavery and Human Trafficking is clear and transparent to all individuals within our business and supply chain. These are easily accessed via our newly restructured online 'HR Hub'.

Policies and procedures will continue to be developed and reviewed regularly to incorporate our findings from intelligence, legislation and investigations and signed off at Board Director level.

We require all suppliers to adhere to applicable national laws and standards in relation to labour practices and human rights, including the Modern Slavery Act 2015 and have the appropriate policies in place.

### **Audit and Compliance**

The Company has a dedicated Compliance department where regular internal audits take place across all sites which includes reviewing processes and policies in place around Modern Slavery and Exploitation.

We report weekly on houses of multiply occupancy to monitor potential indicators across our business.

This year, we are introducing a welfare questionnaire in our registration process and our online app. This will highlight any Alert Flags and further welfare meetings will be held where required.

All 2nd tier labour providers are subjected to a due diligence audit prior to supply. This is to ensure they hold the relevant licences and meet our required standards of supply and that they are adhering to the applicable national laws and standards.

### **Training and Awareness**

We regularly conduct training for our operation/personnel teams so that they understand the 'Alert Flags' and signs of modern slavery and what to do if they suspect that it is taking place within our supply chain. All of our training materials are regularly updated and maintained, with ease of access for all internal colleagues through our Intranet system.

It is a mandatory requirement that all of our sites display posters and helplines of how and where to obtain support if anyone feels that may be exposed to modern slavery.

This year, we will strengthen our training for all of our colleagues to share our findings through intelligence, legislation, and investigations so all internal colleagues can proficiently care and manage any indicators or any acts of potential Modern Slavery.

This year we have appointed a dedicated Modern Slavery Champion in our Compliance department.

### **Collaboration**

We continue to work closely with external partners to ensure that intelligence is shared, and our business is compliant. In addition, we have membership of the British Institute of Recruiters (BIoR) and Association of Labour Providers (ALP).

**Approval for this statement**

This statement was approved by the Board of Directors on 11 May 2022.

**Signed:**

A handwritten signature in black ink, appearing to be 'James Richie', written over a horizontal line.

**James Richie**  
**Managing Director**  
**For and on behalf of 24-7 Recruitment Services Ltd**