

## Modern slavery statement

This statement is made pursuant to s.54 of the Modern Slavery Act 2015 and sets out the steps that 24-7 Recruitment has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

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.

### Our business

24-7 Recruitment is a UK based provider of staffing solutions to the Industrial 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 and employees to deliver productive and cost efficient solutions. In some cases and locations, we do utilise 2nd tier suppliers in order to support recruitment activity on a short term basis.

### Our policies

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

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

### Our suppliers

24-7 Recruitment operates a supplier policy and maintains a preferred supplier list. We conduct due diligence on all suppliers before allowing them to become a preferred supplier.

### Training

We regularly conduct training for our operation/personnel teams so that they understand the 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 employees through our Intranet system.

### Audit and Compliance

Regular internal audits take place across all sites which include reviewing processes and policies in place around Modern Slavery and Exploitation. External audit through Clearview will also be conducted to provide an independent review of all measures in place.

We will know the effectiveness of the steps that we are taking to ensure that slavery and/or human trafficking is not taking place within our business or supply chain if:

- No reports are received from employees, the public, or law enforcement agencies to indicate that modern slavery practices have been identified.

### Support for external agencies

We work closely with the GLAA 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 1<sup>st</sup> December 2021



James Ritchie - Managing Director

Reviewed and amended 1<sup>st</sup> December 2021