

Modern Slavery and Human Trafficking Statement

Modern slavery can occur in many different forms including, but not limited to, forced labour, child labour, domestic servitude, or human trafficking.

As a business, we understand that we have a role to play to help eliminate these practices as well as respecting human rights across our own operations and take steps to ensure that modern slavery, in any of its forms, is not present within our company.

Due to the nature of our business and our approach to governance, we assess that there is very low risk of slavery and human trafficking in our business and supply chains. However, we aim to periodically review the effectiveness of the relevant policies and procedures that we have in place. We do not have key performance indicators in relation to slavery or human trafficking as any instance would be expected to be a breach of law, our supplier standards, and/or our company policies.

Employment is freely chosen: There is no forced or compulsory labour in any form, including bonded, trafficked, or prison labour and employees are free to leave their employment after reasonable notice.

All assignments are offered to our candidates with no obligation to accept any work offered. Assignments and bookings are accepted by candidates of their own free will.

The risk of modern slavery is not confined to our supply chains, we also scrutinise our own hiring practices.

When hiring a new employee or candidate, we always check identification documents. All right to work documentation such as Biometric Residence Permits and statutory excuses for work are checked with UK Visa and Immigration.

Copies of the workers' Right to Work documentation are taken and originals never retained. We always obtain a minimum of 2 previous employment references for each candidate.

If we uncovered situations of modern slavery or any other serious violations we would seek to verify and investigate immediately, reporting immediately to the relevant authorities.