



<b>Company Name:</b>	Red Recruitment 24:7
<b>Policy No.</b>	18
<b>Policy Name:</b>	Modern Slavery Policy/Statement
<b>Date:</b>	January 2024 audited and approved

## Introduction

This Modern Slavery and Human Trafficking Statement relates to actions and activities during the financial year 1<sup>st</sup> January 2024 – 1<sup>st</sup> January 2025

The statement sets down Red Recruitment 24:7 commitment to preventing slavery and human trafficking in our business activities and the steps we have put in place with the aim of ensuring that there is no slavery or human trafficking in our own business and supply chains. We all have a duty to be alert to risks, however small. Staff are expected to report their concerns and management to act upon them.

## Organisational structure and supply chains

This statement covers the business activities of Red Recruitment 24:7 which are as follows:

Red Recruitment 24:7 supply recruitment and training solutions to businesses within the areas we operate, covering permanent, temporary and on site managed solutions.

The Company currently operates in the following countries: UK

The UK has seen many issues over the years with regards to modern day slavery and Red Recruitment 24:7 are committed to preventing and reporting any illegal activities. We have a no tolerance approach to these issues within our business and supply chain.

## High Risk Activities

The following activities are considered to be at high risk of modern slavery or human trafficking:

Employing high volumes of people across various locations - We manage this by interviewing candidates face to face, monitoring separate payment details for wages, spot checks in the work place, open and transparent communications and complaints procedures, direct line to the Managing Director of the business and encouraging clients to check the candidates in their business that we supply to them, transparency throughout.

## Responsibility for the Company's anti-slavery initiatives

**All employees at the company are responsible for the protection of all workers. As stated above under High risk and there is a whistle blowing direct phone line to the Managing Director of Red Recruitment 24:7**

## Training

To ensure a good understanding of the risks of modern slavery and human trafficking in

our business and supply chains, the Company requires all staff to be trained at the induction stage and throughout their employment with the company.

#### Policies

The Company is committed to ensuring that there is no modern slavery or human trafficking in our business or our supply chains. This Statement affirms its intention to act ethically in our business relationships.

The following policies set down our approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in our operations:

- 2.1** Whistleblowing policy - the Company encourages all its workers, customers and other business partners to report any concerns related to its direct activities or its supply chains. You can contact our Managing Director by calling 01522 522922 or emailing [mark@redrec247.co.uk](mailto:mark@redrec247.co.uk).
- 2.2** Employee - The Code of Conduct sets down the actions and behaviour expected of employees when representing the Company as per your contract of employment.

#### Due Diligence Processes for Slavery and Human Trafficking

The Company undertakes due diligence when considering taking on new suppliers, and regularly reviews its existing suppliers. The Company's due diligence process includes building long-standing relationships with suppliers and making clear our expectations of business partners.

#### Performance indicators

The Company uses the following key performance indicators (KPIs) to measure how effective we are in ensuring slavery and human trafficking is not taking place in any part of our business or supply chains.

- 3.1** All staff to have completed the relevant training on modern slavery by the start of their employment.
- 3.2** All payroll is monitored each payroll run.
- 3.3** Weekly checks on payroll for duplications of payment details, interviewing candidates face to face and spot checks on candidates.
- 3.4** Also actively encouraging clients to spot check candidates in their work place.

This Modern Slavery and Human Trafficking Statement will be regularly reviewed and updated as necessary. The Senior Management team and all employees of the company endorse this policy statement and is fully committed to its implementation.

This Modern Slavery and Human Trafficking Statement has been approved and authorised by:

Name: Mark Morley

Position: Managing Director

Date: 1<sup>th</sup> January 2024

- 1.** Red Recruitment 24:7 is committed to eliminating modern slavery, human trafficking, forced labour, and similar human rights abuses.
- 2.** Red Recruitment 24:7 is committed to ensuring that its staff and any workers it supplies (directly or indirectly) are not subject to behaviour or threats that may amount to modern slavery, human trafficking, forced labour, and similar human

rights abuses.

3. Red Recruitment 24:7 provides appropriate training and awareness information for all of its staff.

In particular

- Our recruiters, and staff involved in our procurement and supply chains undertake training courses that include guidance around modern slavery and human trafficking, as well as other wider human rights issues.
  - All of our staff receive awareness-raising information around issues involving modern slavery and human trafficking, so that they can bring any concerns they have to the attention of management.
4. Any staff, workers or other parties are strongly encouraged to report any concerns or suspicions that they might have to the branch manager.
  5. Reports surrounding these issues are taken extremely seriously by management, who are committed to ensuring that all investigations shall be prompt and effective. If our investigations reveal any issues, we are committed to taking appropriate action, including but not limited to:
    - Working with the appropriate organisations to improve standards,
    - Removing that organisation from our preferred supplier list,
    - Passing details to appropriate law enforcement bodies.
  6. We regularly monitor our risks in this area through the use of relevant key performance indicators, including:
    - The percentage of suppliers who sign up to an appropriate code / **provide** their own modern slavery statements,
    - The percentage of workers and/or candidates] supplied from audited businesses/our preferred supplier list,
    - The effectiveness of enforcement against suppliers who breach policies,
    - The amount of time spent on audits, re-audits, spot checks, and related due diligence, and
    - The level of modern slavery training and awareness amongst our staff.
  7. As part of our efforts in this area, we publish a modern slavery statement on an annual basis.
  8. We would also recommend reading this in conjunction with our other policies, including our:
    - Anti-bribery / corruption policy,
    - Whistle-blowing policy