

Modern Slavery and Human Trafficking Statement 2025/2026

Introduction

This is The Recruitment Group's Modern Slavery and Human Trafficking statement for the financial year ending November 2026. The Recruitment Group is committed to operating with integrity and transparency in all areas of our business, including the prevention of modern slavery and human trafficking. This statement sets out our policies and procedures in relation to modern slavery and human trafficking, and the steps we have taken during the financial year to ensure that these policies are being implemented effectively.

Organisational Structure and Supply Chains

The Recruitment Group is a UK-based recruitment agency that provides recruitment services to clients across a range of sectors, including healthcare, education, IT, driving, food processing and engineering. We have a diverse supply chain that includes a variety of suppliers and subcontractors, across 8 branches in the UK.

Policies and Procedures

The Recruitment Group has a zero-tolerance approach to modern slavery and human trafficking, and we are committed to ensuring that all our operations are conducted ethically and in compliance with relevant laws and regulations. We have established the following policies and procedures to support this commitment:

Code of Conduct

We have a Code of Conduct that sets out our expectations for ethical conduct by all employees, including compliance with laws and regulations related to modern slavery and human trafficking.

Due Diligence: We conduct due diligence on all suppliers and subcontractors to ensure that they are not engaged in any form of modern slavery or human trafficking. This includes carrying out risk assessments, conducting audits, and requesting supplier compliance statements.

Training and Awareness: We provide training and awareness-raising activities to all employees to ensure that they understand the risks and indicators of modern slavery and human trafficking and are equipped to identify and report any concerns.

Reporting and Investigation: We have established procedures for reporting and

investigating any concerns related to modern slavery and human trafficking, and we encourage employees to report any concerns they may have.

Steps Taken During the Financial Year

During the financial year ending November 2026, The Recruitment Group has taken the following steps to ensure that our policies and procedures related to modern slavery and human trafficking are being implemented effectively:

- ▶ Conducted due diligence on all suppliers and subcontractors, including risk assessments and compliance statements.
- ▶ We are Advanced Business Partners with Stronger Together.
- ▶ All new starters have a formal induction which outlines our compliance standards to ensure we meet our zero-tolerance approach on modern slavery and human trafficking.
- ▶ Provided training and awareness-raising activities to all employees on the risks and indicators of modern slavery and human trafficking.
- ▶ Conducted internal audits to ensure compliance with our policies and procedures.
- ▶ Established a whistleblowing hotline to enable employees to report any concerns they may have.
- ▶ Continued to review and update our policies and procedures to ensure that they remain effective and relevant.

Conclusion

The Recruitment Group is committed to preventing modern slavery and human trafficking in all our operations, and we will continue to take steps to ensure that our policies and procedures are effective in achieving this goal. We will review and update this statement annually to ensure that it reflects our ongoing commitment to ethical business practices.

Signed by the Managing Director of The Recruitment Group.



Paul Hipkiss