

Modern Slavery Statement

Company

This statement applies to Red Recruitment Group and outlines the company's position on modern slavery and human trafficking within its supply chain and the business itself. This document is published in accordance with the Modern Slavery Act 2015 and relates to the year ending December 2022.

Company structure

Established in 2014 the company is an independent business based out of three offices Birmingham, Corby and Redditch, UK, with an experienced leadership team.

Red Recruitment works with businesses primarily in the food industries, shopfitting, industrial and manufacturing sectors providing, permanent, contract or temporary staff on a full or part time basis as required by clients.

In addition to normal commercial roles the company primarily employs Recruitment Consultants, Managers and Administrators.

As part of our business, we work with the following organisations:

- The Gangmasters & Labour Abuse Authority - GLAA
- The Recruitment and Employment Confederation – REC
- Association of Labour Provider – ALP

Definitions

The company considers that modern slavery encompasses:

- human trafficking
- forced work, through mental or physical threat
- being owned or controlled by an employer through mental or physical abuse of the threat of abuse
- being dehumanised, treated as a commodity or being bought or sold as property
- being physically constrained or to have restriction placed on freedom of movement.

Commitment

The company acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. Red Recruitment Group understands

that this requires an ongoing review of both its internal practices in relation to its own staff, being vigilant about businesses that it deals with and in particular the attraction, engagement and placement of candidates.

The company makes personal contact with all businesses seeking to fill vacancies and is aware of their working conditions and business environments. During the process of attraction, engagement and assessment all candidates are known to our recruitment consultants.

The company does not enter into business with any other company, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to the company is obtained by means of slavery or human trafficking. The company strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in the United Kingdom.

Supply chains

In order to fulfil its activities, the main suppliers to the company are multi-sized businesses and individuals seeking work. The supply chain base is drawn solely from the United Kingdom where there is wide-ranging and enforced employment legislation.

Potential exposure

In general, the company considers its exposure to slavery/human trafficking to be limited and ensures that such practices do not take place in its business nor the business of any company that supplies goods and/or services to it.

Steps Underway

The company is aware of its obligations under the Modern Slavery Act 2015 and reviews the necessity to take further steps as part of corporate governance through the Board of Directors.

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2010 and will be reviewed for each financial year.

Date of approval:

Signed: *James Martin*

Print name: James Martin

Job Title: Managing Director

Date: 1st December 2021