

Modern Slavery Policy

Surecall Recruitment is committed to eliminating modern slavery, human trafficking, forced labour, and similar human rights abuses.

2. Surecall Recruitment 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. Surecall Recruitment provides appropriate training and awareness information for all of its staff. In particular:

- Our leadership team receive detailed training in identifying and resolving concerns around modern slavery and human trafficking.
- Our recruitment and payroll teams receive 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 Tony Elia

5. Reports surrounding these issues are taken extremely seriously by senior leadership team, 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
- Passing details to appropriate law enforcement bodies.

6. We regularly monitor our risks in this area through the use of relevant key performance indicators and preventative company policies including:

- The percentage of suppliers who provide their own modern slavery statements
- The percentage of workers and/or candidates supplied from audited businesses / our preferred supplier list
- Only pay workers / candidates directly into their own accounts
- Remove suppliers from our preferred supplies list if they breach policies
- Undertake Due Diligence of all external suppliers
- 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: • Corporate social responsibility policy, • Ethical procurement policy, • Anti-bribery / corruption policy, and • Whistle-blowing policy.

This policy was adopted on 7th January 2019 after being agreed by our board of directors. It is reviewed annually.

Tony Elia

Company Director

Surecall Recruitment Ltd

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