

Statement on Modern Slavery

Introduction

This statement is made pursuant to section 54(6) of the Modern Slavery Act 2015 and sets out the steps that Total Recruitment Solutions Ltd has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Our Approach

Total Recruitment Solutions Ltd has zero tolerance of slavery and human trafficking in all its different forms. Our approach reflects a commitment to act ethically and responsibly in all business relationships and to ensure that slavery and human trafficking are not present in any part of our business or our supply chain. To tackle slavery and human trafficking, Total Recruitment Solutions Ltd will:

- Incorporate anti-slavery and human trafficking obligations in supplier agreements on a risk assessed basis
- Include appropriate measures in its due diligence processes for sourcing suppliers on a risk assessed basis
- Provide training to employees to ensure a high level of understanding of the risks of slavery and human trafficking
- Report its commitments, policy, performance and actions in tackling slavery and human trafficking as part of our annual reporting process

Our Policies

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

1. Employment Policy - We promote equality within our recruitment processes and actively promote equality of opportunity. We aim to treat all of our employees in a fair and consistent manner, promoting good relationships and providing a healthy workplace.
2. Whistleblowing Policy - We encourage a culture of openness and expect and encourage employees to bring to our attention any illegal practices or wrongdoing which may threaten the public or our interests.
3. Ethical Trading Policy - We firmly believe in ethical principles and good stewardship. We undertake all reasonable and practical steps to ensure that our standards are implemented throughout our supply chain and that all local legislations and regulations are complied with.

Our Suppliers

We conduct due diligence on our suppliers and will undertake all reasonable and practical steps to ensure:

- They conduct regular Modern Slavery risk assessments within their own supply chains
- They notify us immediately of any Modern Slavery within their supply chains
- That any instances of non-compliance will be assessed and appropriate remedial actions will be taken
- They pay their employees at least the national minimum wage/national living wage (for UK based suppliers)
- They pay their employees any prevailing minimum wage applicable within their country/region of operations (for international suppliers)
- We may terminate the contract at any time should any instances of modern slavery come to light

Approval for this statement

This statement was approved by the Managing Director on Tuesday 13th June 2023