

Modern Slavery and Human Trafficking Statement

Vortex Recruitment

Financial Year Ended 31 January 2026

This statement is made pursuant to Section 54 of the Modern Slavery Act 2015 and sets out the steps taken by Vortex Recruitment during the financial year ended 31 January 2026 to prevent modern slavery and human trafficking within our business and supply chains.

1. Our Organisation

Vortex Recruitment is a UK-based recruitment agency supplying temporary labour to clients operating within the logistics and warehousing sectors. Our services include the recruitment, vetting, placement, and payroll management of temporary workers in roles such as warehouse operatives, pickers and packers, forklift drivers, and general logistics staff.

The Company is led by Directors Amanda Piper and Saeema Sadiq, who has overall responsibility for ethical compliance, governance, and risk management.

2. Our Commitment

Vortex Recruitment has a zero-tolerance approach to modern slavery and human trafficking. We are committed to acting ethically and with integrity in all our business relationships and to implementing effective systems and controls to ensure modern slavery is not taking place anywhere within our organisation or supply chains.

We recognise that the temporary labour and logistics sectors can present elevated risks due to:

- High demand for flexible labour
- Use of migrant workers
- Seasonal workforce fluctuations
- Potential subcontracting or third-party labour sourcing

We take these risks seriously and actively work to mitigate them.

3. Our Policies

During the financial year ended 31 January 2026, Vortex Recruitment maintained and enforced the following policies:

- Modern Slavery and Human Trafficking Policy
- Equal Opportunities Policy
- Whistleblowing Policy
- Grievance Procedure
- Recruitment and Right-to-Work Compliance Procedures

These policies are reviewed annually and updated where necessary to reflect legislative changes and industry best practice.

4. Due Diligence Processes

4.1 Worker Onboarding and Verification

We operate robust recruitment procedures to ensure all workers:

- Are subject to full right-to-work checks in accordance with UK immigration legislation
- Provide original identification documents, which remain in their possession
- Are recruited without payment of fees to Vortex Recruitment
- Receive written terms of engagement
- Are paid through transparent and lawful payroll systems

We do not tolerate the withholding of identity documents, coercion, debt bondage, or unlawful deductions from wages.

4.2 Supply Chain Controls

Our supply chain primarily consists of:

- Logistics clients
- Payroll service providers (where applicable)
- Business service providers

We assess risk in our business relationships and expect all clients and suppliers to comply with applicable anti-slavery and employment legislation. Where appropriate, contractual terms include compliance obligations relating to modern slavery and ethical labour standards.

If evidence of non-compliance or unethical practices is identified, we will investigate and take appropriate action, including termination of the business relationship where necessary.

5. Risk Assessment and Management

During the reporting period, we assessed our exposure to modern slavery risks as follows:

- **Direct recruitment risk:** Mitigated through direct engagement and document verification
- **Third-party labour risk:** Controlled through supplier due diligence and contractual protections
- **Worker vulnerability risk:** Managed through clear communication, accessible grievance processes, and regular contact with placed workers

We continue to monitor emerging risks within the logistics sector and adjust our controls accordingly.

6. Training and Awareness

During the financial year ended 31 January 2026:

- Management received awareness training on identifying indicators of modern slavery
- Recruitment personnel were trained to recognise warning signs such as third-party control over workers, inconsistent documentation, or signs of coercion
- Staff were reminded of internal reporting procedures

Training will continue to be developed in line with operational risk.

7. Reporting Concerns

Vortex Recruitment encourages all employees, temporary workers, clients, and suppliers to report concerns about any issue or suspicion of modern slavery in any part of our business or supply chains.

Concerns may be raised directly with the Director or through the Company's whistleblowing procedure. All reports are treated seriously and confidentially, and individuals raising genuine concerns in good faith will be protected from retaliation.

8. Effectiveness and Performance Indicators

To measure the effectiveness of our anti-slavery controls, we monitor:

- Completion of right-to-work checks
- Audit findings and compliance reviews
- Reported incidents and investigations

- Training completion rates

During the financial year ended 31 January 2026, no substantiated incidents of modern slavery were identified within our operations.

9. Approval

This statement has been approved by the Director of Vortex Recruitment and constitutes the Company's Modern Slavery and Human Trafficking Statement for the financial year ended 31 January 2026.

Signed: *AJ Piper*

Amanda Piper
Director
Vortex Recruitment

Date: 31 January 2026

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Saeema Sadiq
Director
Vortex Recruitment

31 January 2026
