



Modern Slavery Statement – Financial Year 2024

This statement applies to **Coats Recruitment Limited** and outlines the actions taken to ensure modern slavery and human trafficking are not taking place within our business or supply chains.

Organisational Structure

Coats Recruitment is an independent recruitment agency operating across the United Kingdom. We provide temporary and permanent recruitment services within the **Industrial, logistics, and Manufacturing sectors**, supplying workers locally to our customer sites.

All labour supplied is sourced and placed within the UK.

Definitions

Coats Recruitment considers modern slavery to include:

- Human trafficking
- Forced or compulsory labour under threat or coercion
- Control over individuals through abuse or exploitation
- Dehumanisation or treatment of individuals as commodities
- Physical confinement or restrictions on freedom of movement

Our Commitment

Coats Recruitment acknowledges its responsibilities under the **Modern Slavery Act 2015** and is fully committed to preventing slavery and human trafficking in all areas of our business.

We carry out regular reviews of our internal practices and maintain vigilance across our supply chain to ensure ethical compliance. We do not engage with any suppliers or partners who are known to be involved in slavery, servitude, or forced labour practices.

All workers placed by Coats Recruitment do so voluntarily and under lawful employment terms. We adhere strictly to UK employment legislation, ensuring fair treatment and pay for every individual.

Potential Exposure

While we consider our exposure to modern slavery to be limited, we remain aware of the risks, particularly those associated with exploitative practices affecting foreign workers and third-party labour control.

To mitigate this, we implement the following measures:

- Requiring each worker to provide their own individual bank account details
- Conducting address checks to avoid groups being controlled under one household



- Interview all workers to identify potential risks
- Reporting any suspicious behaviour to the Home Office

Due Diligence and Controls

We perform due diligence on all suppliers and labour sources, including:

- Reviewing policies and practices of partner organisations
- Auditing recruitment procedures
- Conducting regular internal compliance checks

To date, Coats Recruitment is not aware of any instance of modern slavery within our operations or those of our suppliers.

Training

All relevant staff receive training to understand the signs of modern slavery and the necessary actions to take if concerns arise. This forms part of our ongoing commitment to maintaining ethical standards.

Slavery Compliance Officer

Coats Recruitment has appointed a **Slavery Compliance Officer** who is responsible for handling any concerns or reports related to modern slavery. They will take appropriate action in line with our legal obligations and internal protocols.

This statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015 and will be reviewed annually.

Claire Jackett

Company Director

Date: 11/02/2025