

Modern Slavery and Human Trafficking Statement

Introduction

This Modern Slavery and Human Trafficking Statement pertains to RL Recruit Ltd.'s actions and endeavours throughout the financial year spanning from 1st April 2023 to 31st March 2024. At RL Recruit Ltd, we are firmly committed to preventing slavery and human trafficking in our business operations and supply chains. We recognize the importance of vigilance against even the smallest risks. Our staff is encouraged to report any concerns they may have, and management is responsible for taking prompt and appropriate actions in response.

Our Operations and Commitment

RL Recruit Ltd specializes in sourcing skilled employees for the industrial, office, and construction sectors. Collaborating with various suppliers and service providers supports our operations, primarily based in the United Kingdom. We maintain a stringent policy against slavery and human trafficking, demonstrating our dedication to ethical recruitment practices and ensuring strict compliance with all applicable laws.

Responsibility:

Cases related to slavery or trafficking suspicions are handled by a specialized compliance or ethics team. They investigate and take appropriate actions in line with company policies and ethical considerations.

Training and Policies

To ensure comprehensive understanding and awareness of modern slavery and human trafficking risks, RL Recruit Ltd mandates training for all staff members. We have established clear policies and guidelines to identify risks and take necessary measures to prevent slavery and human trafficking.

These policies include:

- Whistleblowing Policy - Encouraging workers, customers, and business partners to report concerns related to our activities or supply chains.
- Employee/Company Code of Conduct - Outlining expected behaviours when representing RL Recruit Ltd.
- Corporate Social Responsibility (CSR) Policy - Summarizing our responsible practices with suppliers and local communities.

Due Diligence Processes

When engaging new suppliers or reviewing existing ones, RL Recruit Ltd conducts thorough due diligence processes. This includes building strong relationships with suppliers, evaluating

risks of modern slavery and human trafficking, and taking corrective actions or sanctions if suppliers fail to meet our ethical standards.

Performance Indicators

Our company uses key performance indicators (KPIs) to gauge our effectiveness in preventing slavery and human trafficking. This may include ensuring all relevant staff members have completed training on modern slavery or utilizing labor monitoring and payroll systems.

Commitment and Endorsement

This Modern Slavery and Human Trafficking Statement is endorsed by RL Recruit Ltd's Management Team or Board of Directors. We are fully committed to the continuous review, update, and implementation of this policy statement to uphold ethical standards.

Approved and Authorized By:

Name: Roxy Louise Treagus

Position: Company Director

Date: 09/01/2024

Signature:  D5A2AE47764C409...