****

**Modern Slavery Policy for Remedy Recruitment Group Limited**

**1. Introduction**

Remedy Recruitment Group Limited ("the Company") is committed to ensuring that modern slavery and human trafficking have no place in our operations or supply chain. We acknowledge the responsibility to be vigilant in preventing, detecting, and reporting any form of modern slavery, whether that be forced labour, child labour, or human trafficking, and to comply with all relevant legislation, including the UK Modern Slavery Act 2015.

This policy sets out the Company’s position on modern slavery and outlines the steps we are taking to prevent it within our business operations and supply chains.

**2. Our business**

Remedy Recruitment are a nationwide recruitment agency specialising in the supply of both temporary and permanent workers to the Healthcare, Social Care and Education Sectors.

**3. Purpose**

The purpose of this policy is to:

* Affirm the Company’s commitment to preventing modern slavery and human trafficking.
* Provide guidance for employees and other stakeholders in identifying and reporting any signs of modern slavery.
* Ensure compliance with the UK Modern Slavery Act 2015 and other applicable regulations.

**4. Our Commitment**

Remedy Recruitment Group Limited is fully committed to:

* Acting ethically and with integrity in all business dealings and relationships.
* Ensuring transparency and accountability in our operations and supply chain.
* Maintaining a zero-tolerance approach to modern slavery, forced labour, child labour, and human trafficking.
* Collaborating with suppliers and contractors who share our values and uphold the same high standards of ethical conduct.

**5. Definitions**

Modern slavery is an umbrella term that encompasses various forms of exploitation, including:

* **Slavery**: The condition in which individuals are owned or controlled by another person and are forced to work without freedom.
* **Servitude**: A condition where individuals are forced to provide labour under threat of penalty or coercion.
* **Forced or Compulsory Labour**: Work or service that is extracted from a person under threat of penalty, and they have not offered themselves voluntarily.
* **Human Trafficking**: The trade of humans for the purpose of exploitation, including forced labour or sexual exploitation.

**5. Employee Responsibilities**

All employees have a responsibility to:

* Be aware of the signs of modern slavery and report any concerns immediately.
* Cooperate fully with any investigations relating to modern slavery.
* Comply with all laws and regulations related to modern slavery.

Employees should ensure they are familiar with the procedures for reporting concerns, and should feel empowered to raise any concerns in good faith, without fear of retaliation.

**6. Supplier and Contractor Expectations**

We will:

* Take reasonable steps to ensure that our suppliers, subcontractors, and business partners comply with the principles of this policy.
* Require our suppliers to adopt and adhere to ethical business practices, including the prohibition of modern slavery, forced labour, and human trafficking within their operations.
* Perform risk assessments on our supply chains to identify and mitigate the risk of modern slavery.
* Periodically review the compliance of our suppliers and contractors with this policy.

**7. Due Diligence and Risk Management**

Remedy Recruitment Group Limited will implement measures to assess and manage risks related to modern slavery. These include:

* Conducting risk-based assessments when selecting suppliers and business partners.
* Reviewing contracts to ensure they contain clauses that prohibit modern slavery, human trafficking, and related abuses.
* Auditing and monitoring supply chain practices to identify potential risks and improve transparency.

We are committed to ensuring that employees at all levels of the Company understand the risks of modern slavery and human trafficking, and their role in preventing and identifying such practices. To achieve this, we will:

* Provide training on identifying the signs of modern slavery and understanding how to report concerns.
* Ensure that employees are aware of the Company’s Modern Slavery Policy and their responsibilities under it.

**8. Our policies**

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

* Anti-slavery policy. This policy sets out the organisation’s stance on modern slavery and explains how employees can identify any instances of this and where they can go for help.
* Recruitment policy. We operate a robust recruitment policy, including conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.
* Whistleblowing policy. We operate a whistleblowing policy so that all employees know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals.
* Code of business conduct. This code explains the manner in which we behave as an organisation and how we expect our employees and suppliers to act. Training and Awareness

**9. Reporting and Whistleblowing**

Employees, suppliers, and other stakeholders are encouraged to report any suspected cases of modern slavery or human trafficking. The Company has a whistleblowing policy that ensures:

* Confidential reporting mechanisms are in place for employees to raise concerns without fear of retaliation.
* Any suspected incidents will be thoroughly investigated.
* Any substantiated instances of modern slavery will result in appropriate action, including termination of business relationships and reporting to the relevant authorities.

**10. Consequences of Non-Compliance**

Any employee, supplier, or business partner found to be in violation of this policy will face disciplinary action, which may include termination of employment, contracts, or business relationships. The Company reserves the right to report any violations of the law to the relevant authorities.

**11. Our suppliers**

Remedy operates a supplier policy and maintains a preferred supplier list. We conduct due diligence on all suppliers before allowing them to become a preferred supplier. This due diligence includes an online search to ensure that particular organisation has never been convicted of offenses relating to modern slavery [and on site audits which include a review of working conditions]. Our anti-slavery policy forms part of our contract with all suppliers and they are required to confirm that no part of their business operations contradicts this policy.

In addition to the above, as part of our contract with suppliers, we require that they confirm to us that:

1. They have taken steps to eradicate modern slavery within their business

2. They hold their own suppliers to account over modern slavery

3. (For UK based suppliers) They pay their employees at least the national minimum wage / national living wage (as appropriate)

4. (For international suppliers) They pay their employees any prevailing minimum wage applicable within their country of operations

5. We may terminate the contract at any time should any instances of modern slavery come to light

**11. Training**

We regularly conduct training for our procurement/buying teams so that they understand the signs of modern slavery and what to do if they suspect that it is taking place within our supply chain.

**12. Our performance indicators**

We will know the effectiveness of the steps that we are taking to ensure that slavery and/or human trafficking is not taking place within our business or supply chain if:

* + No reports are received from employees, the public, or law enforcement agencies to indicate that modern slavery practices have been identified.

**13. Policy Review**

This policy will be reviewed annually to ensure that it remains effective and compliant with current legislation. Updates will be made as necessary to reflect changes in law, our operations, or our business relationships.

**14. Approval and Implementation**

This policy has been approved by the Board of Directors of Remedy Recruitment Group Limited and is effective immediately.

**Policy signed off by:**

Craig Sinclair
Managing Director
Remedy Recruitment Group Limited
Date: 02.10.2024

This policy aims to demonstrate Remedy Recruitment Group Limited’s commitment to combating modern slavery and to outline the practical steps we are taking to ensure that this issue does not impact our business.