

Modern Slavery Statement

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and sets out the steps that Ultimate Recruitment (Midlands) 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 Commitment

Ultimate Recruitment (Midlands) Ltd is committed to preventing modern slavery and human trafficking in all our business activities and ensuring that our supply chains are free from slavery and human trafficking. We have a zero-tolerance approach to modern slavery and are dedicated to acting ethically, transparently, and with integrity in all our business dealings.

Our Business

Ultimate Recruitment (Midlands) Ltd operates within the recruitment and staffing industry, providing workforce solutions primarily across the Midlands. As a labour provider, we recognise the particular risk of exploitation within the recruitment sector and understand our responsibilities in safeguarding workers.

Our Policies

We have implemented the following policies to support our commitment to tackling modern slavery:

- Anti-Slavery and Human Trafficking Policy
- Whistleblowing Policy
- Recruitment and Vetting Procedures
- Code of Conduct for Staff and Suppliers

These policies are regularly reviewed and made available to all employees and relevant stakeholders.

Due Diligence and Risk Assessment

As part of our efforts to identify and mitigate risk:

- We conduct robust right-to-work checks on all employees and agency workers.
- We audit our labour supply chains to assess potential risks.
- We engage with suppliers and partners to ensure they share our values and comply with legal and ethical labour practices.



Training and Awareness

We provide training to our staff to help them identify the signs of modern slavery and understand how to report concerns. This includes frontline recruitment consultants, compliance staff, and management.

Responsibility

Christian Brown, Director of Ultimate Recruitment (Midlands) Ltd, holds overall responsibility for the implementation and oversight of policies and procedures aimed at preventing modern slavery and human trafficking within our operations and supply chain.

Monitoring and Reporting

We are committed to continuous improvement in tackling modern slavery. Any concerns raised by workers, suppliers, or third parties are investigated promptly and thoroughly. We actively encourage the reporting of unethical behaviour or concerns related to labour exploitation.

Approval

This statement has been approved by the Board of Directors of Ultimate Recruitment (Midlands) Ltd and will be reviewed and updated annually.

July 2025