



Recruitment and Vetting Procedures

Purpose

To ensure that all staff are legally entitled to work in the UK and are recruited in line with ethical standards.

Scope

Applies to all candidates, employees, and agency workers recruited by Ultimate Recruitment (Midlands) Ltd.

Right-to-Work Checks

We conduct comprehensive right-to-work checks on all staff, including verification of identification, work eligibility, and references.

Ethical Recruitment

We do not charge recruitment fees to workers and ensure that employment is entered into freely and voluntarily.

Monitoring

Regular audits are carried out to ensure compliance with recruitment procedures.

July 2025