



A&S Recruitment Limited

Modern Slavery and Human Trafficking Statement

Owner of Statement	Amanda Harrold
Date created	November 2023
Date last reviewed	November 2023
Date of next review	November 2024
Who this policy refers to	N/A

A&S Recruitment Limited

Modern Slavery and Human Trafficking Statement



Introduction	<p>This Modern Slavery and Human Trafficking Statement relates to actions and activities during the financial year 1st December 2023 to 30th November 2024.</p> <p>The statement sets down A & S Recruitment Limited’s commitment to preventing slavery and human trafficking in our business activities as well as the steps we have put in place with the aim of ensuring that there is no slavery or human trafficking in our own business and supply chains. We all have a duty to be alert to risks, however small. Staff are expected to report their concerns and management to act upon them.</p>
Organisational structure and supply chains	<p>This statement covers the business activities of A & S Recruitment Limited which are as follows:</p> <ul style="list-style-type: none">• Recruitment providers <p>The Company currently operates in the following countries:</p> <ul style="list-style-type: none">• United Kingdom <p>We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. We have reviewed our workplace policies and procedures to assess their effectiveness in identifying and tackling modern day slavery issues.</p> <p>Our workplace policies and procedures demonstrate our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chain.</p>
Training	<p>To ensure a good understanding of the risks of modern slavery and human trafficking in our business and supply chains, the Company intends to provide training to our staff. We will require our business partners to provide training to their staff and suppliers and providers.</p>
Policies	<p>The Company is committed to ensuring that there is no modern slavery or human trafficking in our business or our supply chains. This Statement affirms its intention to act ethically in our business relationships.</p> <p>The following policies set down our approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in our operations: -</p>

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Whistleblowing policy	The Company encourages all its workers, customers and other business partners to report any concerns related to its direct activities or its supply chains.
Company Code of Conduct Action for employees if slavery and / or trafficking is suspected	<p>The Code of Conduct sets down the actions and behavior expected of employees when representing the Company.</p> <p><i>Any member of staff who suspects that an individual is being held in slavery, or is being trafficked, should inform the relevant authorities. In the first instance, this is the Police on 999 (if it is an emergency) or 101 if not. Alternatively, staff can call Crimestoppers on 0800 555 111 if they want to stay anonymous. Staff can also report any concerns through the UK modern slavery and exploitation helpline on 08000 121 700 or online https://www.modernslaveryhelpline.org/report</i></p>
Due Diligence Processes for Slavery and Human Trafficking	<p>The Company undertakes due diligence when considering taking on new suppliers, and regularly reviews its existing suppliers. The Company's due diligence process includes building long-standing relationships with suppliers and making clear our expectations of business partners and evaluating the modern slavery and human trafficking risks of each new supplier and invoking sanctions against suppliers that fail to improve their performance in line with an action plan provided by us, including the termination of the business relationship.</p> <p>This Modern Slavery and Human Trafficking Statement will be regularly reviewed and updated, as necessary. The Directors of A & S Recruitment Limited endorse this policy statement and are fully committed to its implementation.</p>

This statement has been approved & authorised by:

Name:	Amanda Harrold
Signature:	<i>A Harrold</i>
Date:	10/10/2024