

Statement on Anti-Slavery Policy



1 Our Business

1st Choice Staff Recruitment is a limited company operating in the recruitment sector. We provide introduction services and supply temporary workers in the local market place where we operate from our four offices, we work in a diverse range of business sectors.

1st Choice Staff Recruitment Ltd is an independent business.

1.1 Who we work with

All of the hirers that we work with, and all of the work-seekers we provide, are known to and identified by our staff. All of the temporary workers we supply are identified by our staff. We do not supply work-seekers to hiring companies through any intermediaries; all our temporary workers are PAYE and we have an internal finance and payroll department from which we manage these functions ourselves.

The hiring companies that we work with are located in Beds Herts Bucks or Cambs. The work-seekers / workers we supply live in Beds Herts Bucks or Cambs. We do not source any workers from overseas.

1.2 Other relationships

As part of our business, we also work with the following organisations:

- sector-specific professional and regulatory bodies
- sector-specific industry bodies
- the Recruitment and Employment Confederation (www.rec.uk.com) and the Institute of Recruitment Professionals (www.rec-irp.uk.com)

2 Our Policies

1st Choice Staff Recruitment has a modern slavery policy

In addition, 1st Choice Staff Recruitment Ltd has the following policies which incorporate ethical standards for our staff

- Corporate Social Responsibility
- Anti Bribery
- Equal Ops and Diversity
- Data Protection
- Environmental
- Health & Safety
- Alcohol and Drugs
- Business Continuity
- Customer Service

2.1 Policy development and review

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1st Choice Staff Recruitment's policies are established by our directors and our senior leadership team based on advice from HR professionals, industry best practice and legal advice, and in consultation with our retained legal support. We review our policies on a regular basis or as needed to adapt to changes.

3 Our Processes for Managing Risk

In order to assess the risk of modern slavery, we use the following processes with our suppliers:

- When engaging with suppliers, we ask for evidence of their processes and policies, including commitments around modern slavery, human trafficking, forced labour, human rights, and whistle-blowing.
- We conduct audits before entering into a commercial relationship with any business where there is the potential for risk. These audited businesses form the basis of our preferred supplier list.
- We review the potential for risk at regular intervals, including the possibility of re-auditing a supplier or conducting spot checks.

After due consideration, we have not identified any significant risks of modern slavery, forced labour, or human trafficking in our supply chain. However, we continue to be alert to the potential for problems.