



## Modern Slavery Policy – Big Red Recruitment

### Introduction:

Big Red Recruitment acknowledge the responsibility of all businesses to prevent slavery and human trafficking. We are committed to taking all necessary measures within our business and supply chains to prevent these practices.

Modern slavery, encompassing human trafficking, forced labour, servitude, and slavery, is a serious concern. As recruitment experts, we recognise the potential vulnerability to traffickers and unlicensed gangmasters. Our robust candidate engagement processes ensure our employees are vigilant to signs of exploitation, enabling prompt and effective action when identified.

This statement specifically addresses Big Red Recruitments compliance with the Modern Slavery Act 2015 and outlines the steps taken to prevent slavery and human trafficking within the organisation and its supply chains. Our reputation for integrity and fairness is crucial to our continued success in the market.

### Organisation's Structure:

Big Red Recruitment are a leading expert in providing qualified, professional, and skilled recruitment, employing approximately 15 people out of their Stratford-Upon-Avon office.

### Our Business:

Our private sector business encompasses digital, transformation and technology recruitment across multiple specialisms. We also deliver private sector recruitment into core head office functions such as Accountancy & Finance, Human Resources, Legal, Buying, Marketing, Procurement, and Sales.

Our public sector business also encompasses digital, transformation and technology recruitment across the specialisms mentioned above.

### Our Supply Chains:

The sourcing of candidates for our clients is our main supply chain. In some circumstances this may require us to involve external agencies who will support in the delivery of candidates onto our end client. During these processes we ensure that our employees and candidates remain aware that they are:

- Free to choose to work for their employer and to leave the company upon reasonable notice



- Provided with a clear contract of employment, which complies with local legislation.
- All treated in a fair and dignified manner

We also encourage suppliers to promote similar standards in their own supply chains.

### **Our Policies including on Slavery and Human Trafficking:**

Suppliers are required to adhere to our Supplier Code of Conduct, which includes explicit reference to the Modern Slavery Act 2015. They should have policies recognising and protecting the human rights of employees, suppliers, business partners, and affected communities.

Employees should have the freedom to choose their employment and leave the company upon reasonable notice. Fair and equal treatment, free from discrimination, victimisation, or harassment, is mandated. All applicable laws and industry standards on wages, benefits, working hours, and minimum age should be observed.

### **Due Diligence Process for Slavery and Human Trafficking:**

Big Red Recruitment will use all reasonable endeavours to introduce only Candidates who have the right to work in the United Kingdom (UK) and, in particular, comply with the Immigration Asylum and Nationality Act 2006. Further checks may be carried out if requested by the hiring company.

Due diligence on the supply chain network is undertaken to ensure legislative compliance, forming part of contractual relationships with suppliers.

Employees have access to channels for voicing concerns, and Big Red is committed to protecting whistleblowers, treating disclosures confidentially and without fear of retaliation.

### **Training:**

All Big Red employees are expected to comply with laws, act with integrity, and follow local guidelines and regulations. Training is provided to new Big Red starters as part of induction.



## **Conclusion:**

We will continue to review our policies and procedures to ensure our employees have access to any additional information and support that they may require with regard to human trafficking, forced labour, servitude and slavery.

This statement, pursuant to Section 54 of the Modern Slavery Act 2015, reflects Big Red Recruitments commitment to combating slavery and human trafficking.