

Modern Slavery Policy

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Renford
Recruitment

- Renford recruitment Ltd is committed to eliminating modern slavery, human trafficking, forced labour, and similar human rights abuses.
- Renford Recruitment Ltd is committed to ensuring that its staff and any workers it supplies (directly or indirectly) are not subject to behaviour or threats that may amount to modern slavery, human trafficking, forced labour, and similar human rights abuses.
- Renford Recruitment provides appropriate training and awareness information for all of its staff.
In particular:
 - The actively engaged Director receives detailed training in identifying and resolving concerns related to modern slavery and human trafficking. This includes understanding indicators of forced labour, monitoring supply chain risks, and responding to disclosures in accordance with ethical and legal obligations.
 - Our As the actively involved Director of Renford Recruitment Ltd, I stay updated on best practices and guidance around modern slavery, human rights, and ethical supply chain standards through continued professional development. The agency also has a second Director who is not currently engaged in day-to-day operations.
- Any staff, workers, or third parties are strongly encouraged to report any concerns or suspicions regarding modern slavery or unethical practices directly to the Director of Renford Recruitment Ltd. At present, all operational matters and compliance responsibilities are overseen by Simon Wright, who can be contacted via simon.wright@renfordrecruitment.co.uk or 07443 845 464.”
- Reports surrounding these issues are taken extremely seriously by Renford Recruitment Ltd. As the actively engaged Director, I am committed to ensuring that all investigations are carried out promptly, I, who are committed to ensuring that all investigations shall be prompt and effective. If our investigations reveal any issues, we are committed to taking appropriate action, including but not limited to:
 - Working with the appropriate organisations to improve standards,
 - Removing that organisation from our preferred supplier list,
 - Passing details to appropriate law enforcement bodies.
- We regularly monitor our risks in this area through the use of relevant key performance indicators, including:

- The percentage of client organisations or suppliers who provide a Modern Slavery Statement or adhere to a relevant Code of Conduct
 - The sourcing of candidates primarily through verified and compliant channels, in line with our preferred supplier standards
 - Review of any concerns raised, and actions taken against clients or partners who may breach ethical expectations
 - Time spent on conducting candidate due diligence, reviewing client history, and maintaining compliant recruitment files
 - Continuous personal development in modern slavery awareness and ethical recruitment practices”
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- As part of our efforts in this area, we publish a modern slavery statement on an annual basis.
 - We would also recommend reading this in conjunction with our other policies, including our:
 - Corporate social responsibility policy,
 - Ethical procurement policy,
 - Anti-bribery / corruption policy, and
 - Whistle-blowing policy.

This policy was adopted on 10 July 2025 following agreement by the Directors of Renford Recruitment Ltd. It will be reviewed annually to ensure continued compliance with legal standards, ethical practices, and operational responsibilities.”

Modern Slavery Statement



This statement is made as part of Renford Recruitment's commitment to eliminating the exploitation of people under the Modern Slavery Act 2015 (the Act). It summarises how Renford Recruitment operates, the policies and processes in place to minimise the possibility of any problems, any risks we have identified and how we monitor them, and how we train our staff.

This statement is published in accordance with section 54 of the Act and relates to the financial year 1st April 2024 to 31st March 2025. It was approved by Directors of Renford Recruitment Ltd on 10th July.

Simon Wright and *Simon Wright*

Director

3 Our Business

Renford Recruitment is a limited company operating in the recruitment sector. We supply both temporary and Permanent placements Services for UK -Based Businesses focusing Primarily on the Industrial Logistics and Manufacturing sectors

Renford Recruitment Ltd is an independent business.

3.1 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. [Some of these work-seekers operate through their own limited companies.] [We do not supply work-seekers to hiring companies through any intermediaries. / Some of our work-seekers are supplied via other businesses, who facilitate providing them to the eventual hiring company.]

3.2 Other relationships

As part of our Commitment to ethical operations and professional standards Renford Recruitment works with the following organisations:

- **Quba Solutions**, a specialist provider of recruitment funding and back-office services. They support our operations through payroll processing, invoicing, and credit control. We have reviewed Quba's Modern Slavery Statement to ensure alignment with our own ethical standards

- **The Recruitment and Employment Confederation** (www.rec.uk.com – our membership ensures continued compliance with UK recruitment law and access to the Institute of professionals (www.rec-irp.uk.com)
- Renford Recruitment Ltd is currently not engaged with trade unions or the Gangmasters and Labour Abuse Authority (GLAA), but remains open to collaboration with relevant bodies that support ethical labour practices in the industrial sector

4 Our Policies

Renford Recruitment has a modern slavery policy available at www.renfordrecruitment.co.uk

In addition, Renford Recruitment has the following policies which incorporate ethical standards for our staff and our operational partners].

- Corporate Social Responsibility Policy
- Ethical Procurement Policy
- Anti-Bribery and Corruption Policy
- Whistle-Blowing Policy
- Equal Opportunities Policy
- Business Continuity Policy
- Health & Safety Policy

4.1 Policy development and review

"Renford Recruitment Ltd.'s policies are established by the Directors. Operational responsibility and policy oversight currently sit with Simon Wright, the actively engaged Director, who reviews all policy documents to ensure compliance with legal standards and industry best practice." based on advice from HR professionals, industry best practice and legal advice, and in consultation While the agency currently does not have additional internal stakeholders, policy updates are informed by guidance from the Recruitment and Employment Confederation (REC), relevant industry developments, and evolving legal standards. We review our policies annually, or sooner where operational changes or regulatory updates require."

Our Processes for Managing Risk

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

- Supplier vetting: When engaging with suppliers or service providers, we ask for evidence of their own policies and procedures relating to modern slavery, human trafficking, forced labour, human rights, and whistle-blowing
- Document review: We review supplier statements and due diligence documentation before confirming ongoing commercial relationships
- Ongoing oversight: As a small independent agency, we maintain close working relationships with a limited number of suppliers, allowing for informal monitoring and swift response to any concern.

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.

Additionally, we have taken the following steps to minimise the possibility of any problems:

- We reserve the right to conduct spot-checks of businesses who supply us, in order to investigate any complaints or ethical concerns
- We require the businesses we work with to either publish a Modern Slavery Statement or demonstrate how they address modern slavery concerns in their own policies
- We collaborate with our suppliers to improve transparency and ethical standards across our supply chain, including reviewing documentation and encouraging best practice
- Only the actively engaged Director, who has undertaken appropriate training in assessing modern slavery risks, is authorised to sign contracts or establish commercial relationships in areas where risk has been identified

5 Renford Recruitment Ltd is currently not working with trade unions or formal industry working groups but remains open to future collaboration with relevant organisations such as the Gangmasters and Labour Abuse Authority (GLAA), Modern Slavery Intelligence Network (MSIN), or Bright Future Co-operative, where appropriate.

Our staff are encouraged to bring any concerns they have to the attention of management.

6 Our Performance

As part of monitoring the performance of Renford Recruitment, we track the following general key performance indicators:

Based on the potential risks we have identified, we have also established the following key performance indicators, which are regularly assessed by the Directors.

- The percentage of suppliers who provide a Modern Slavery Statement or confirm adherence to relevant ethical codes
- The proportion of candidates placed through verified and compliant channels, in line with our preferred supplier standards
- The effectiveness of enforcement actions taken against suppliers or clients who breach ethical expectations
- The amount of time spent on candidate due diligence, supplier vetting, and informal spot checks
- The level of modern slavery awareness and training undertaken by the actively engaged Director

These indicators are regularly assessed by the Director, who oversees all operational and compliance matters. We carefully consider our indicators to ensure they reflect best practice without placing undue pressure on suppliers, which could inadvertently increase the risk of unethical behaviour,

7 **Our Training**

All staff at Renford Recruitment Ltd receive training and support that is appropriate to their role. In particular:

- The actively engaged Director has undertaken detailed training in identifying and resolving concerns around modern slavery and human trafficking
- Awareness-raising materials are reviewed and incorporated into operational practices to ensure ongoing vigilance and understanding of modern slavery risks
- All staff receive awareness-raising information around issues involving modern slavery and human trafficking, so that they can bring any concerns they have to the attention of management.

Training is refreshed **annually**, or sooner if regulatory updates or operational changes require it.