

# Modern Slavery & Human Trafficking Policy



As Managing Director, I am committed to avoiding, at all costs any potential slavery and human trafficking situations within the XANDER RECRUITMENT GROUP LIMITED business and fully comply with the requirements of the UK Modern Slavery Act 2015, ensuring our supply chain do not expose the company to this risk. As part of the overall assessment of risks within our business activities, the risk of Modern Slavery and Human Trafficking within our supply chain will be evaluated.

I do not condone the concept of Slavery, Human Trafficking or abuse of human rights and will not tolerate its practice within the organisation. The term “slavery” describes forced or compulsory labour and includes child labour. The term “human trafficking” under the act includes commercial sexual exploitation, forced marriage, or the extraction of organs or tissues. However within this policy document, human trafficking relates primarily to the trafficking of humans for labour purposes.

Any contractor who is found to (or suspected of) engaging in any form of slavery or human trafficking shall be reported to the appropriate authorities. The company will terminate the business relationship with any contractor/supplier found directly guilty of such practice. We shall assist contractors, where possible, to help eradicate any slavery practices uncovered within their own supply chain.

My Senior Management Team will apply due diligence when considering taking on new contractors, regularly reviews its existing Contractors. Checks are undertaken on any form of slavery (including forced or compulsory or child labour) at the same time as all other forms of business verification (such as financial and industry body certification).

Verification checks are undertaken on all employees and contracted staff to confirm their right to employment. XANDER RECRUITMENT GROUP LIMITED will freely provide help and support to any employee or contracted staff member who has concerns relating to this subject. My door is always open and the process is fully supported by the Senior Management Team.

**Alex Stockley - Managing Director – XANDER RECRUITMENT GROUP LIMITED**

A handwritten signature in black ink that reads "Alex Stockley". The signature is written in a cursive, flowing style.

**Date: March 2024**