

Modern Slavery and Human Trafficking Statement

Introduction

Recruitiz Ltd is committed to improving practices to combat slavery and human trafficking. The Company recognises that slavery and human trafficking is a real yet hidden issue not only nationally but globally. The Company does not tolerate slavery and human trafficking in its business or supply chain and is committed to acting ethically and with integrity in all its business dealings and relationships and to implementing and enforcing effective systems and controls to ensure that any form of slavery is not taking place in our own business or our supply chains.

Our Business

Recruitiz Limited is a small family-owned business that operates in the UK as a recruitment business specialising in recruiting professionals for the Transport and Logistics industry. The Company is committed to the highest standards of integrity, transparency, and accountability. We take appropriate steps to ensure that slavery and human trafficking is not part of our business or our supply chain.

Scope

This Policy applies to all persons working for the Company or on its behalf in any capacity, including employees at all levels, directors and third parties including agency workers, customers, suppliers seconded workers, volunteers, interns, agents, contractors, external consultants ("third parties").

Our Policy

The policy of Recruitiz Ltd is to conduct all our business in an honest and ethical manner, and to comply with all applicable legislation.

To hold an individual in slavery is a violation of fundamental human rights and a crime. The Company recognises this takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which deprive a person of their liberty by another for the purposes of exploiting them for personal or commercial gain. Accordingly, guidance on how to recognise and respond to the signs of modern slavery is published under the Company's Anti-Modern Slavery Policy which sets out how the Company aims to prevent, detect, and report modern slavery in any part of its business or supply chains.

We aim for a zero-tolerance approach to violations of anti-slavery and human trafficking laws. The Company will review the continuation of business with individuals and organisations found to be involved in slavery, human trafficking, forced or child labour and retains the right to cease business with such individuals and organisations on this basis.

Relevant Policies

- Recruitment - The Company operates a robust recruitment policy in line with UK employment law (as applicable), including conducting eligibility to work in the UK document checks, DVLA checks, contracts of employment, and checks to ensure all employees are above minimum working age (16). We also operate market-related pay and reward, which is reviewed annually.
- Whistleblowing - employees who raise concerns of slavery or human trafficking in good faith may do so without fear of discrimination or reprisal. These provisions do not replace any legal reporting or disclosure requirements.
- Employee Code of Conduct - The Company's code makes clear to employees the actions and behaviour expected of them when representing the organisation.

Due Diligence

The Company undertakes due diligence when considering taking on new clients, and regularly reviews its existing clients. The Company's due diligence includes:

- conducting on-site inspections of client's premises.
- taking steps to improve client practices, where necessary, by providing advice on the Company's anti-slavery and human trafficking policies and procedures.
- The Company includes a provision in its terms of business with its clients in which each party warrants to the other that it takes all reasonable steps to prevent the exploitation and abuse associated with modern slavery and human trafficking.

Special issues relating to the supply of Temporary Agency Workers

When supplying a temporary agency worker to a client, the Company acts as an employment business as defined by the Employment Agencies Act 1973 (as amended), and engages the worker supplied into each temporary assignment under a contract for services. This does not give rise to an employment relationship either between the Company and the temporary agency worker or the client and the temporary agency worker. The temporary agency worker is nevertheless a worker as defined by the Employment Rights Act 1996 and is entitled to all 'worker' rights under the employment legislation including, but not limited to, the right to be paid at least the national living wage for all work done, the right not to have any unlawful deductions made from their wages, the right to statutory minimum paid holiday and rest breaks under the Working Time Regulations 1998, the right to statutory sick and statutory maternity pay, subject to qualification, the right not to be unlawfully discriminated against and the rights to the protections afforded under the Agency Workers Regulations 2010 and the Conduct of Employment Agencies and Employment Businesses Regulations 2003.

Both the Company and the client carry a joint responsibility, together with the temporary agency worker themselves, for ensuring the health and safety of the temporary agency worker while on assignment and the client is responsible for supervising and controlling the actual work done by the temporary agency worker during the assignment. In addition, both parties have respective obligations to the temporary agency worker under the Agency Workers Regulations 2010.

Training

We provide training where necessary to ensure a high-level understanding of the risks of modern slavery and human trafficking.

Contact details for the UK Modern Slavery Helpline: (0044) + 8000 121 700

This statement is made on behalf of Recruitiz Limited pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the current financial year.

Chrissy Joackim
Recruitiz Ltd

Date: January 2021