

POL 012 Modern Slavery - Anti Slavery & Human Trafficking Policy	Document location/reference: POL 012		
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	Reviewed: Jan 2025	Issue: 6	

MODERN SLAVERY - ANTI SLAVERY & HUMAN TRAFFICKING POLICY

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

Cavendish (Recruitment) Professionals Limited (as part of the companies' due diligence processes into slavery and human trafficking) will not support or deal with any business knowingly involved in slavery or human trafficking. The Company is committed to acting ethically and with integrity in all our business dealings and relationships and to implement and enforce effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or suppliers and we shall commit to the following:

- Legal compliance, ethical standards and fundamental human rights as set out
- by the principles of the ILO/UN Guiding Principles
- Raising awareness of modern slavery issues including how to spot the signs
- in the business and supply chain
- Providing a whistleblowing or other mechanism(s) for reporting issues
- Nominating a person at the most senior management level within the business that has
- responsibility for preventing modern slavery within the business
- Communicated this policy within the business and supply chain
- Addressing and directly prohibiting practices that are known to contribute to the risk
- of modern slavery
- Practicing due diligence requirements for the business and supply chain and the steps it will take should modern slavery practices be identified within either
- Identification of and management requirements for any high-risk materials/labour sourcing

This policy applies to all persons working for us or on our behalf in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers, agents, contractors, external consultants, third-party representatives and business partners.

The company Directors and Senior Management shall take responsibility for implementing this policy statement and its objectives and shall provide adequate resources (training, etc) and investment to ensure that slavery and human trafficking is not taking place within the organisation and within its supply chains.

The Senior Resource Consultants have primary and day-to-day responsibility for implementing this policy, monitoring its use and effectiveness and dealing with any queries about it.

PERSONNEL

This policy is accessible to all personnel and must be read and understood. Personnel must report any matters of concern to the appropriate person. All personnel will at all times exercise diligence in ensuring that this policy is adhered to.

COMMUNICATION AND COOPERATION

The business requires the co-operation of all personnel to assist in maintaining and improving upon all aspects of records. This policy is readily available to all personnel, comments and feedback are welcome

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and where relevant are included in the review process. A full copy of this policy will be accessible to all employees and can be obtained from the organisation upon request.

REVIEW

This policy will be reviewed periodically and action taken to maintain its compliance. It will be reviewed after changes in legislation, changes in the structure of the business, in light of additional knowledge or information becoming available and as a minimum annually.

The person responsible for the implementation of this policy is Mr Patrick Liston - MD	
Signed:	
Dated:	Jan-2025
<i>This policy will be displayed on the notice board.</i>	