

Careerlink Ltd – Modern Slavery Statement

Introduction:

Careerlink Ltd recognises the crucial importance of tackling Modern Slavery and Human trafficking and take a zero-tolerance approach to any form of modern slavery.

Modern slavery encompasses, Slavery, Servitude, Human Trafficking and Forced Labour.

We are committed to acting ethically, with integrity and transparency in all business dealings, putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

Careerlink Ltd West Midlands based recruitment agency providing staffing solutions to the Industrial, Transport, Commercial, Manufacturing and Distribution sectors across the UK.

We are committed to working alongside any organisation supporting the overall aim of tackling Modern Slavery, within our supply chain and across the UK.

Policies and Procedures:

We are proud to partner with the Stronger2gether initiative to aim to reduce modern slavery particularly; forced labour, labour trafficking and other hidden third-party exploitation of employees.

All our staff are strongly encouraged to report any concerns or suspicions that they might have to our Compliance Department.

Reports surrounding these issues are taken extremely seriously by our dedicated compliance team, who are committed to ensuring that all reports and concerns are investigated promptly and effectively. During our investigations and conclusions, we are committed to taking appropriate action, including but not limited to:

- Working with the appropriate organisations to improve standards,
- Removal of the organisation from our preferred supplier list,
- Passing details to appropriate law enforcement bodies.

We operate a whistleblowing policy so that all our colleagues know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of detriment.

Audit and Compliance

Careerlink Ltd has a dedicated Compliance department where regular internal audits take place across all sites which includes reviewing processes and policies in place around Modern Slavery and Exploitation.

We ensure any findings of houses of multiple occupancy are flagged and reports are completed, and our temporary worker database allows us to identify any temporary workers who share the same bank account or address with other temporary workers on our payroll. This allows us to monitor potential indicators across our business.

Our Training

Our recruitment and people management processes are designed to ensure that all prospective employees are legally entitled to work in the UK.

All our 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 or our compliance team.

Training is refreshed annually.

Approval for this statement:

This statement is provided by the Directors of Careerlink Ltd –

Careerlink Ltd is committed to support tackle and help eliminate the exploitation of people under the Modern Slavery Act 2015 (the Act) through the operation of policies and processes we have adopted across our business and supply chains. This is to ensure Careerlink Ltd minimise the possibility of any problems, or risks, identify how we monitor them, and how we train our staff.

This statement is published in accordance with section 54 of the Act.

It is reviewed annually or as advised by the REC.

This statement was approved by the Directors - March 2025

Signature: S Benyon (Director)

On behalf of Careerlink Ltd