



i4Recruit Ltd

Modern Slavery & Human Trafficking Statement

April 2024

Introduction

This Modern Slavery and Human Trafficking Statement relates to actions and activities during the financial year 01-Apr-24 to 31-Mar-25.

The statement sets down the company's commitment to preventing slavery and human trafficking in our business activities and the steps we have put in place with the aim of ensuring that there is no slavery or human trafficking in our own business and supply chains. We all have a duty to be alert to risks, however small. Staff are expected to report their concerns and management to act upon them.

Organisational Structure & Supply Chains

This statement covers the business activities of i4Recruit Ltd ("the Company"). The Company currently operates in the United Kingdom and specialises in the global recruitment of permanent and temporary workers in the ICT sector.

In addition, the Company uses its extensive partner network to provide local payroll solutions, immigration support and mobility services in 106 countries.

High Risk Activities

The Company considers the following business activities to be at high risk of modern slavery or human trafficking:

- ▶ Temporary Worker Payroll - we use an 'umbrella company' for processing temporary worker payroll. Therefore, the umbrella company acts as the employer and is responsible for making the relevant deductions before paying the worker. This carries a risk of non/underpayment to the temporary worker/individuals being forced to work against their will.
- ▶ Immigration and Mobilisation - our global services function is a turnkey solution designed to help clients enter new markets and establish an international presence. The service entails securing working visas and mobilising expatriates globally. This presents a high risk of counterfeit/false documentation and can lead to human trafficking/irregular immigration/exploitation.



Responsibility for the Company's anti-slavery initiatives is as follows:

- 1.1 Policies: the Managing Director is responsible for creating and reviewing policies. The process by which policies are developed is adopting best practice and adapting to the needs of the Company.
- 1.2 Risk assessments: the Company operates a robust recruitment process which includes comprehensive compliance checks to safeguard against human trafficking or individuals being forced to work against their will. We perform background checks on all permanent and temporary workers including validating identity, previous employment, and relevant qualifications as well as conducting criminal checks/requesting police certificates. For expatriate workers, this involves complying with immigration law to ensure eligibility/right to work by verifying worker visas/legal work status and complying with local labour regulations to prevent violations by adhering to minimum wage regulations and providing necessary benefits like paid leave/social security contributions.
- 1.3 Due diligence: the Managing Director is responsible for due diligence in relation to known or suspected instances of modern slavery and human trafficking.

Training

To ensure a good understanding of the risks of modern slavery and human trafficking in our business and supply chains, the Company requires all employees and contractors to complete annual trainings on the risks of modern slavery and human trafficking in our business and supply chains.

Policies

The Company is committed to ensuring that there is no modern slavery or human trafficking in our business or our supply chains. This Statement affirms its intention to act ethically in our business relationships.

The following policies set down our approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in our operations:

- 2.1 [Whistleblowing Policy](#) - the Company encourages all its workers, clients, and other business partners to report any concerns related to its direct activities or its supply chains.



2.2 [Code of Business Conduct and Ethics](#) - The Code of Business Conduct and Ethics sets down the actions and behaviours expected of all employees when representing the Company as well as clients, business partners and suppliers.

Due Diligence Processes for Slavery and Human Trafficking

The Company undertakes due diligence when considering taking on new suppliers, and regularly reviews its existing suppliers. The Company's due diligence process includes building long-standing relationships with suppliers and making clear our expectations of business partners, evaluating the modern slavery and human trafficking risks of each new supplier, and invoking sanctions against suppliers that fail to improve their performance in line with our code of business conduct and ethics, including the termination of the business relationship.

Performance indicators

The Company ensures slavery and human trafficking is not taking place in any part of the business or supply chains by requiring all staff to certify that they understand and agree to abide by our Modern Slavery and Human Trafficking Policy when they complete their trainings and requiring all partners to adhere to our code of business conduct and ethics.

This Modern Slavery and Human Trafficking Statement will be regularly reviewed and updated as necessary. The company director endorses this policy statement and is fully committed to its implementation.

This Modern Slavery and Human Trafficking Statement has been approved and authorised by:

Name: Abdul Mukith
Position: Managing Director
Date: April 2024
Signature: