

**WRUK LTD T/A WORKSHOP RECRUITMENT
MODERN SLAVERY AND HUMAN TRAFFICKING POLICY**

Effective Date: 08 June 2026

Review Date: Annually

Policy Owner: Directors

1. POLICY STATEMENT

WRUK Ltd ("the Company") is committed to preventing modern slavery, human trafficking, forced labour, bonded labour and all forms of exploitation.

We recognise our responsibility to operate ethically and transparently and to ensure that modern slavery has no place within our business or supply chain.

As a recruitment business, we are committed to promoting fair and lawful employment practices and protecting the rights and welfare of workers, candidates and employees.

The Company adopts a zero-tolerance approach to modern slavery and expects the same standards from all suppliers, contractors, clients and business partners.

2. PURPOSE

The purpose of this policy is to:

- Prevent modern slavery and human trafficking.
- Promote ethical recruitment practices.
- Protect vulnerable workers.
- Raise awareness amongst employees.
- Establish procedures for identifying and reporting concerns.
- Support compliance with the Modern Slavery Act 2015.

3. SCOPE

This policy applies to:

- Employees.
- Directors.
- Temporary workers.
- Contractors.
- Consultants.
- Suppliers.
- Clients.
- Business partners.

The principles of this policy apply throughout our operations and supply chain.

4. WHAT IS MODERN SLAVERY?

Modern slavery is a serious criminal offence and a violation of fundamental human rights.

It may take many forms, including:

- Human trafficking.
- Forced labour.
- Bonded labour.
- Debt bondage.
- Servitude.



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- Child labour.
 - Exploitation of vulnerable individuals.
- Modern slavery can occur in any sector and any country.

5. OUR COMMITMENT

The Company is committed to:

- Conducting business ethically and with integrity.
- Implementing effective systems and controls.
- Assessing risks within our operations and supply chain.
- Ensuring recruitment practices are lawful and transparent.
- Encouraging employees to report concerns.
- Taking appropriate action where concerns are identified.

6. RECRUITMENT PRACTICES

As a recruitment business, we recognise our responsibility to identify and prevent exploitation.

We will:

- Verify the identity of workers.
- Undertake right-to-work checks.
- Ensure workers understand their employment arrangements.
- Promote fair and lawful treatment of workers.
- Avoid practices that could facilitate exploitation.
- Comply with all applicable recruitment and employment legislation.

The Company will never knowingly engage in practices that contribute to exploitation or forced labour.

7. SUPPLIER EXPECTATIONS

We expect suppliers and business partners to:

- Operate lawfully.
- Prohibit modern slavery.
- Treat workers fairly.
- Comply with employment legislation.
- Maintain safe working conditions.
- Cooperate with reasonable enquiries regarding labour standards.

Where concerns arise, the Company reserves the right to seek further information and review commercial relationships.

8. IDENTIFYING RISK

Potential indicators of modern slavery may include:

- Individuals appearing fearful or withdrawn.
- Workers being controlled by another person.
- Lack of control over personal documentation.
- Signs of coercion or intimidation.
- Unusual payment arrangements.
- Workers not understanding employment terms.
- Evidence of excessive working hours.
- Concerns raised by workers, suppliers or third parties.



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Employees should remain vigilant and report concerns immediately.

9. REPORTING CONCERNS

Any employee, worker or third party who becomes aware of, or suspects, modern slavery should report the matter immediately.

Reports should be made to:

- A Director; or
- A designated senior manager.

All concerns will be taken seriously and investigated appropriately.

10. WHISTLEBLOWING PROTECTION

The Company encourages individuals to raise concerns in good faith.

No employee will suffer dismissal, disciplinary action, victimisation or disadvantage for reporting genuine concerns.

The Company will treat reports confidentially wherever possible.

11. INVESTIGATIONS

Where concerns are identified, the Company will:

- Conduct appropriate enquiries.
- Investigate concerns promptly.
- Seek specialist advice where necessary.
- Take corrective action.
- Report matters to relevant authorities where appropriate.

Actions may include:

- Reviewing supplier relationships.
- Removing suppliers from approved supplier lists.
- Reporting matters to law enforcement agencies.
- Implementing additional controls.

12. TRAINING AND AWARENESS

The Company will provide appropriate awareness training to employees.

Training may include:

- Understanding modern slavery risks.
- Identifying warning signs.
- Reporting concerns.
- Ethical recruitment practices.

Training records will be maintained where appropriate.

13. RESPONSIBILITIES

The Directors have overall responsibility for:

- Implementing this policy.
- Monitoring compliance.
- Reviewing risks.
- Promoting awareness.

All employees share responsibility for supporting the objectives of this policy.



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14. MONITORING

The Company will periodically review:

- Recruitment practices.
- Supplier relationships.
- Training effectiveness.
- Reported concerns.
- Industry developments.

The Company will continually seek to strengthen its approach to preventing modern slavery.

15. POLICY REVIEW

This policy will be reviewed annually or sooner where necessary due to:

- Legislative changes.
- Business developments.
- Industry best practice.
- Client requirements.

EMPLOYEE ACKNOWLEDGEMENT

I confirm that I have read and understood the Company's Modern Slavery and Human Trafficking Policy.

Employee Name: _____

Signature: _____

Date: _____

MODERN SLAVERY STATEMENT

WRUK Ltd is committed to preventing modern slavery and human trafficking within its business operations and supply chain.

We operate as a recruitment business supplying temporary and permanent recruitment solutions across manufacturing, engineering, commercial, construction and related sectors throughout the South of England. We are committed to conducting business ethically and with integrity and to implementing systems and controls designed to minimise the risk of modern slavery.

Our approach includes:

- Ethical recruitment practices.
- Verification of worker identity and right-to-work documentation.
- Compliance with employment legislation.
- Staff training and awareness.
- Supplier due diligence where appropriate.
- Clear reporting procedures.
- A zero-tolerance approach to exploitation.



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We encourage employees, workers, clients, suppliers and other stakeholders to report any concerns regarding labour exploitation, human trafficking or modern slavery.

The Directors review this statement annually as part of the Company's ongoing commitment to ethical business practices.

Approved by the Board of Directors
For and on behalf of WRUK Ltd



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