

# Modern Day Slavery Statement

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## Statement

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In order to tackle Modern Slavery, new anti-slavery laws have been brought into force in England and Wales in recent years.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour.

First Recruitment Group has a zero-tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings. We are also committed to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

First Recruitment Group will not support or deal with any business knowingly involved in slavery or human trafficking.

We will:

- Continually review our supply chain
- Produce an annual **CSR Report**
- Annually review our **Modern Day Slavery Statement** and **Modern Day Slavery Policy**
- Conduct a **Risk Assessment** on a regular basis
- Train our employees sufficiently to enable them to understand what modern day slavery is and to be aware of the signs
- Ensure our **Whistleblowing Policy** and **Anti-Bribery & Corruption Policy** are both up-to-date, relevant and communicated to our employees
- Measure the effectiveness of our activities and report the findings at the **Management Review**
- These activities applied to our financial year ending 31/12/2024



M.D.

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| Policy Area: <b>Compliance</b>                          | Version: <b>6</b>                         | Approved Date: <b>04/2025</b> |
| Title of Policy:<br><b>Modern Day Slavery Statement</b> | Approved By: <b>David Robertson, M.D.</b> |                               |