



MODERN SLAVERY STATEMENT

A) ORGANISATION

This statement applies to Northbuild Recruitment Ltd (referred to in this statement as 'the Organisation').

B) ORGANISATIONAL STRUCTURE

The labour supplied to Northbuild Recruitment Ltd in pursuance of its operation is wholly carried out in the United Kingdom.

C) DEFINITIONS

The Group considers that modern slavery encompasses:

- Human trafficking;
- Forced work, through mental or physical threat;
- Being owned or controlled by an employer through mental or physical abuse or the threat of abuse;
- Being dehumanised, treated as a commodity or being bought or sold as property;
- Being physically constrained or to have restriction placed on freedom of movement.

D) COMMITMENT

Northbuild Recruitment acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. Northbuild Recruitment Ltd understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

Northbuild Recruitment Ltd does not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to Northbuild Recruitment Ltd in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. The Group strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in the United Kingdom, and in many cases exceeds those minimums in relation to its employees.

E) SUPPLY CHAINS

In order to fulfil its activities, Northbuild Recruitment Ltd main supply chains include those related to the supply of temporary and permanent staff in the United Kingdom.

F) POTENTIAL EXPOSURE

In general, Northbuild Recruitment Ltd considers its exposure to slavery/human trafficking to be relatively limited. Nonetheless, it has taken steps to ensure that such practices do not take place in its business nor the business of any organisation that supplies goods and/or services to it.

G) STEPS

Northbuild Recruitment Ltd carries out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in its organisation or supply chains, including conducting a review of the controls of its suppliers.



Northbuild Recruitment has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.

In accordance with section 54(4) of the Modern Slavery Act 2015, Northbuild Recruitment Ltd has taken the following steps to ensure that modern slavery is not taking place:

- reviewing our supplier contracts to include termination powers in the event that the supplier is, or is suspected, to be involved in modern slavery;

H) KEY PERFORMANCE INDICATORS

Northbuild Recruitment Ltd has set key performance indicators to measure its effectiveness in ensuring modern slavery is not taking place in Northbuild Recruitment Ltd or its supply chains.

I) POLICIES

Northbuild Recruitment Ltd has the following policies which further define its stance on modern slavery:

- a modern slavery policy;
- a corporate social responsibility policy;
- recruitment policy

J) SLAVERY COMPLIANCE OFFICER

Northbuild Recruitment Ltd has a Slavery Compliance Officer, to whom all concerns regarding modern slavery should be addressed, and who will then undertake relevant action with regard to Northbuild Recruitment Ltd obligations in this regard.

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2015 and will be reviewed for each financial year.

Signed

A handwritten signature in black ink, appearing to read 'Richard Pogmore', written over a horizontal line.

Richard Pogmore
Managing Director
Northbuild Recruitment