**Modern Slavery and Human Trafficking Policy**

**1. Introduction and Policy Statement**

The Modern Slavery Act 2015 (the “Act”) seeks to address the role of businesses in preventing modern slavery occurring in their supply chains and organisations. It applies to businesses of a certain size, who are required to publish a statement setting out the steps they have taken to ensure that modern slavery and human trafficking are not taking place their business or supply chain.

Modern slavery and human trafficking in all their various forms and guises are a crime in the UK and much of the world and a violation of fundamental human rights.

The Company has a zero-tolerance approach to modern slavery and human trafficking and is committed to acting ethically and with integrity in all activities and business relationships and we expect our supply chain, contractors, employees and all other business partners to commit to the same, including implementing and enforcing effective systems and controls to prevent and detect modern slavery.

**2. Our Business**

3D Recruit Limited is a Recruitment Agency specialising in Qualified Social Care and Teachers. We are a private limited company operating in the UK.

We are committed to acting ethically and with integrity in all our business relationships, and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our business or in our supply chains.

Our employees are our biggest asset and we value them highly – this is reflected in 3D Recruit Limited’s Investors in People accreditation, which we have held for the past 10 years.

**3. Responsibility for the Policy**

The Directors and senior management team of the Company have overall responsibility for ensuring this policy complies with our legal and ethical obligations, and that all persons working for us or on our behalf in any capacity comply with it.

The prevention, detection and reporting of modern slavery in any part of our business or supply chain is the responsibility of all persons working for us or on our behalf in any capacity (including our employees, suppliers, workers, directors, agents, distributors and all third party business partners).

Management at all levels are responsible for ensuring those reporting to them understand and comply with this policy and are given adequate training on it and the issue of modern slavery in supply chains.

**4. Commitment**

The Company are implementing and enforcing a number of measures, policies and controls both internally and externally to ensure compliance with the requirements of the Modern Slavery Act 2015 including:

* Training on this policy and the risk our business faces from Modern Slavery and Human Trafficking forms part of the induction process for all individuals joining the business. Regular refresher training is provided as required.
* The issues surrounding Modern Slavery and Human Trafficking have been added to the Company Handbook which is available to all employees.

**5. Compliance**

All people working for us or on our behalf in any capacity must:

* Read, understand and comply with this policy, and avoid any activity that might lead to, or suggest, a breach of this policy;
* Notify their immediate manager as soon as possible if they believe or suspect that a conflict with this policy has occurred, or may occur in the future; and
* Raise concerns about any issue or suspicion of modern slavery in any parts of our business or supply chains of any supplier tier at the earliest possible stage.

In line with our Whistleblowing Policy and the Public Interest Disclosure Act 1998, we recognise that workers have the right to “blow the whistle”, and we encourage whistleblowing by anyone with a genuine concern, without fear of being subjected to any form of detriment or disadvantage as a result of having raised their concerns.

**6. Breaches of Policy**

Any employee who breaches this policy will face disciplinary action, which could result in dismissal for misconduct or gross misconduct.

We may terminate our relationship with other individuals and organisations working on our behalf if they breach this policy.

**7. Ongoing Review**

The Company will review both its supply chains and external operations and its internal operations on an ongoing basis to check compliance with the above policy, and to check that our policy is being implemented effectively.

This statement is made pursuant to section 54(1) of the Act and constitutes our Slavery and Human Trafficking Statement for the financial year ending 31 December 2023.

**Modern Slavery and Human Trafficking Policy Review Dates:**

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| **Version** | **Review Date** | **Review By** | **Changes / Amendments** | **Next Review Date** |
| v.May-20 | May 2020 | Rachel Power, Safeguarding Manager |  | May 2021 |
| v.May-21 | May 2021 | Rachel Power, Safeguarding Manager | No changes | May 2022 |
| v.May-22 | May 2022 | Rachel Power, Safeguarding Manager | No changes | May 2023 |
| v.May-23 | May 2022 | Rachel Power, Safeguarding Manager | No changes | May 2024 |
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