



CPR Recruitment Ltd  
The Business Terrace,  
Maidstone House,  
Maidstone,  
ME15 6JQ

## **Modern Slavery Policy 2024**

### **POLICY STATEMENT**

Modern slavery is a crime and a violation of fundamental human rights under the Modern Slavery Act 2015. It takes a variety of forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the denial of a person's rights by another in order to exploit them for personal or profitable gain. CPR Recruitment Ltd are committed to ensuring that its business dealings are carried out in compliance with the relevant laws and, in doing so, we endorse the implementation and promotion of ethical business practices to protect workers from being abused and exploited.

We at CPR Recruitment have a zero-tolerance approach to modern slavery, and we are committed to acting ethically and fairly in all our business dealings and relationships, by implementing and enforcing effective actions to ensure modern slavery is not taking place anywhere in our business or across our supply chain.

### **ORGANISATION STRUCTURE**

This statement covers the activities of CPR Recruitment Ltd which is headquartered in Maidstone, Kent, and its' branches in Reading, Birmingham and Bristol.

### **SUPPLY CHAIN**

CPR Recruitment is committed to ensuring transparency in our business and our approach to tackling modern slavery throughout our supply chains, which is consistent with our disclosure obligations under the Modern Slavery Act 2015. We expect the same high standards from all of our clients, and as part of our contracting processes, we include specific prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, and we expect that our suppliers will too, hold their suppliers to the same high standards.

### **RESPONSIBILITY FOR THE POLICY**

Our directors have overall responsibility for ensuring this policy complies with our legal and ethical obligations, and that all those under our control comply with it. The compliance team have primary and day-to-day responsibility for implementing this policy, monitoring its use and effectiveness, and dealing with any queries, however ultimate responsibility for the implementation and compliance with this policy firmly remains with our Directors.

Management at all levels are responsible for ensuring those reporting to them understand and comply with this policy and are given adequate and regular refresher training on the matter.



CPR Recruitment Ltd  
The Business Terrace,  
Maidstone House,  
Maidstone,  
ME15 6JQ

## Modern Slavery Policy 2024

### RECRUITMENT AND SELECTION

CPR Recruitment Ltd uses only specified, reputable employment practices to source labour. All entities in the Group ensure suitable actions are in place to ensure employees have the right to work and are therefore protected by employment legislation. This includes checking right-to-work documents, visas and passports. The Company and its associated subsidiaries do not employ individuals that would be considered to be 'child workers'. Young and inexperienced workers may be employed or given work experience, but they are subject to the rights and protections that we offer all workers.

Basic rights which all our employees are entitled to, include:

- The right to a reasonable wage
- The right to a safe working environment
- The right to an appropriate level of holiday and cover for period of sickness
- The freedom to complain directly via our whistleblowing policy free of charge, if they believe that they are not being fairly treated or have any other concerns.

### COMPLIANCE WITH THE POLICY

Employees must ensure they read, understand and comply with this policy. The prevention, detection and reporting of modern slavery in any part of our business or supply chains is the responsibility of all those working for us or under our control. You are required to avoid any activity that might lead to, or suggest, a breach of this policy. You must therefore notify your manager, compliance team or Director as soon as possible if you believe or suspect that a conflict with this policy has occurred or may occur in the future.

You are encouraged to raise concerns about any issue or suspicion of modern slavery in any parts of our business or supply chains at the earliest possible stage. If you believe or suspect a breach of this policy has occurred or that it may occur, you must notify your manager as soon as possible.

If you are unsure about whether a particular act, the treatment of workers more generally or their working conditions within any tier of our supply chains constitutes any of the various forms of modern slavery, raise it with your manager or the compliance manager.

We aim to encourage openness and will support anyone who raises genuine concerns in good faith under this policy, even if they turn out to be mistaken. We are committed to ensuring no one suffers any detrimental treatment as a result of reporting in good faith their suspicion that modern slavery of whatever form, is or may be taking place in any part of our own business or in any of our supply chains.



CPR Recruitment Ltd  
The Business Terrace,  
Maidstone House,  
Maidstone,  
ME15 6JQ

## Modern Slavery Policy 2024

### COMMUNICATION AND AWARENESS OF THIS POLICY

Training on this policy, and on the risk our business faces from modern slavery in its supply chains, forms part of the induction process for all individuals who work for us, and regular training will be provided as necessary.

Our zero-tolerance approach to modern slavery must be communicated to all clients at the outset of our business relationship with them and reinforced as appropriate thereafter.

### RIGHT OF AUDIT

All staff at CPR Recruitment are subject to periodic audits. Core audit work includes an assessment of the basic working conditions of our staff and consideration of our ability to oversee controls discharged by third party suppliers.

### BREACHES OF THIS 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.

### UPDATING THIS POLICY

CPR Recruitment will review and update this policy annually, and this will be published on our web site in accordance with the requirements of the Modern Slavery Act 2015.

For and on behalf of CPR Recruitment Ltd

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

Tim Sutton  
Director  
June 2024