



MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

Introduction

Compass Recruitment Ltd recognises that all businesses have an obligation to prevent slavery and human trafficking and will do all in its power to prevent slavery and human trafficking within its business and within the supply chains through which it operates.

Modern slavery can take many forms including the trafficking of people, forced labour, servitude, and slavery. As a recruiter, we take our responsibility for supplying staff extremely seriously and are aware of the potential for being targeted by traffickers. Our own processes around candidate engagement ensures we are alert to the signs of exploitation, in order that we may take the necessary action promptly and effectively should it be identified.

This statement focuses on our compliance with the Modern Slavery Act 2015 and highlights the steps we take to ensure there is no slavery or human trafficking occurring within the organisation or its supply chains.

Organisation's Structure

Compass Recruitment Ltd is a skilled insurance recruitment company run by Nicola Hull.

Our role is to source candidates for clients. This may involve the introduction by external agencies to Compass of candidates for onward supply to our clients. We expect our suppliers and potential suppliers to aim for high ethical standards and to operate in an ethical, legally compliant, and professional manner. We also expect our suppliers to promote similar standards in their own supply chain.

Our Policies including on Slavery and Human Trafficking

Suppliers are expected to have in place a policy recognising, respecting, and protecting the human rights of their employees, those of their suppliers and business partners and the communities affected by the suppliers' operations.

Employees should be free to choose to work for their employer and to leave the company upon reasonable notice.

All employees must be provided with a clear contract of employment, which complies with local legislation.

All employees must be treated in a fair and equal manner and with dignity and respect.

Any form of discrimination, victimisation, or harassment on the grounds of marital or civil partnership status, sex (including gender reassignment), race (including colour, ethnic and national origin, nationality), disability, sexual orientation, having or not having dependants, religious belief or political opinion, age, trade union activity and offending background should be prohibited.



All applicable laws and industry standards on employee wages, benefits, working hours and minimum age should be adhered to in all countries of operation, without any unauthorised deductions. Suppliers should observe the provisions of the International Labour Organization such that any young persons under the age of 18 should not be employed to work at night and their employment should not harm the young person's education, health or physical, mental, moral, or social development. No young persons may be employed below the age of 16.

All slavery and human trafficking laws must be complied with including, but not limited to, the UK Modern Slavery Act 2015. Suppliers must ensure their business operations are free from slavery and human trafficking practices whether in the UK or elsewhere, both internally and within their supply chains and other external business relationships. We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business.

Due Diligence Process for Slavery and Human Trafficking

Compass Recruitment Ltd ensures checks are carried for all candidates it supplies. We verify the identity of each worker and their right to work before supply commences.

As part of our commitment to identify and eradicate slavery and human trafficking, we have in place a process to undertake due diligence on our supply chain network to ensure compliance with legislative obligations.

All staff within Compass are expected to comply with all laws and act in accordance with local guidelines and regulations and act with integrity and honesty.