



ANTI-SLAVERY & HUMAN TRAFFICKING POLICY

725 Limited is a recruitment agency supplying temporary workers to Warehouse, Food packing industries and related sectors along with permanent recruitment. We are committed to developing & adopting a proactive approach to tackling hidden labour exploitation in line with the requirements of the Modern Slavery Act 2015, to ensure that modern slavery or human trafficking is not taking place within our business or within our supply chain.

We are committed to:

- Ensure that all UK workers are in receipt of the National Living Wage and robust immigration checks are in place.
 - Ensure that labour sourcing, recruitment & worker placement processes are under control of trusted & competent staff.
 - Review on weekly basis, all the risk indicators that could potentially identify any sign of exploitation within the workforce, which includes, their address, email address, bank account.
 - Not to use any individual or organization to source & supply workers without confirming that workers are not being charged a work finding fee.
 - Provide appropriate information, instruction, resources & training necessary to educate the workforce & supervisors.
 - Positively encourage workers to report cases of exploitation, provide the means to do so, protect whistle-blowers & act upon reports appropriately.
 - Adopt a pro-active approach to reporting suspicions of hidden worker exploitation to the Gangmasters & Labour Abuse Authority and Police.
 - Review supply chain to identify risk areas & suitable due diligence control measures.
 - Not knowingly support or deal with any business involved in slavery or human trafficking.
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- Implement this policy in line with existing aligned policies that are contained within the Employee & Agency Worker Handbook, incorporating requirements as they are developed.

The board of Directors have overall responsibility for ensuring the implementation of this policy, which will be reviewed at least annually or as legislation demands and changes communicated to employees as required.

Approved by:

Bashir Ali

Managing Director

Date: September 2024