Modern Slavery Statement

This statement is made as part of Halecroft Recruitment's commitment to eliminating the exploitation of people under the Modern Slavery Act 2015 (the Act). It summarises how Halecroft Recruitment operates, the policies and processes in place to minimise the possibility of any problems, any risks we have identified and how we monitor them, and how we train our staff.

This statement is published in accordance with section 54 of the Act and relates to the financial year April 2026 – March 2027 It was approved by the director on 1st April 2026.

Tricia Bullman – CEO, Founder & Specialist Recruiter

1 Our Business

Halecroft Recruitment is a limited company operating in the recruitment sector. We supply temporary workers in the various sectors including supply chain.

Halecroft Recruitment is an independent business.

1.1 Who we work with

All of the hirers that we work with, and all of the work-seekers we provide, are known to and identified by our staff. All of the temporary workers we supply are identified by our staff.

The hiring companies that we work with are located in the UK. The work-seekers we supply live in UK.

1.2 Other relationships

As part of our business, we also work with the following organisations:

- sector-specific professional and regulatory bodies
- the Recruitment and Employment Confederation
- the Employment Agencies Movement (TEAM)
- the Institute of Directors

Our Policies

Halecroft Recruitment has a modern slavery policy.

In addition, has the following policies which incorporate ethical standards for our staff and our suppliers

- Corporate social responsibility policy,
- Ethical Trading Policy,
- Anti-bribery / corruption policy, and
- Whistle-blowing policy.
- Modern Slavery Policy

1.3 Policy development and review

Halecroft Recruitment's policies are established by our Directors based on advice from HR professionals, industry best practice and legal advice. We review our policies yearly, or as needed to adapt to changes.

2 Our Processes for Managing Risk

In order to assess the risk of modern slavery, we use the following processes with our suppliers:

- We review the potential for risk at regular intervals, including the possibility of re- auditing a supplier or conducting spot checks.

After due consideration, we have not identified any significant risks of modern slavery, forced labour, or human trafficking in our supply chain. However, we continue to be alert to the potential for problems.

Additionally, we have taken the following steps to minimise the possibility of any problems:

- We collaborate with our suppliers in order to improve standards and transparency across our supply chain.

Our staff are encouraged to bring any concerns they have to the attention of management.

3 Our Performance

As part of monitoring the performance of Halecroft Recruitment, we track the following general key performance indicators:

- The level of training amongst our staff
- The speed with which you investigate related complaints, and the effectiveness of any whistle-blowing procedures
- The level of compliance and transparency you have established in our supply chain

Based on the potential risks we have identified, we have also established the following key performance indicators, which are regularly assessed by our Directors:

- the percentage of suppliers who sign up to an appropriate code / provide their own modern slavery statements
- the amount of time spent on audits, re-audits, spot checks, and related due diligence
- the level of modern slavery training and awareness amongst our staff

We benchmark our indicators against industry best-practice in order to ensure that we do not put undue pressure on our suppliers that might increase the potential for risk.

4 Our Training

All of our staff receive training and support that is appropriate to their role. In particular:

- Our recruiters undertake training courses that include guidance around modern slavery and human trafficking, as well as other wider human rights issues.
- All of our staff receive awareness-raising information around issues involving modern slavery and human trafficking, so that they can bring any concerns they have to the attention of management.

As part of this, our staff are encouraged to discuss any concerns that they have.

Training is refreshed annually