

Modern Slavery and Human Trafficking Statement

This statement demonstrates **Icon People Recruitment Ltd's** commitment to preventing modern slavery, forced labour, human trafficking and all forms of exploitation within our business operations and supply chain. We recognise our responsibilities under the **Modern Slavery Act 2015** and are committed to operating ethically, transparently and with integrity in every aspect of our business.

This statement explains the nature of our business, the measures we have implemented to reduce the risk of modern slavery, the procedures we follow to identify and manage potential risks, and the training provided to our employees to ensure awareness of this important issue.

This statement is published in accordance with **Section 54 of the Modern Slavery Act 2015** and relates to the financial year **March 2025 to March 2026**. It was approved by the Board of Directors on **25 February 2026**.

1. About Our Business

Icon People Recruitment Ltd is a UK-based recruitment business specialising in the supply of temporary and permanent workforce solutions across the **Industrial, Driving, Commercial and Logistics** sectors.

We operate as an independent recruitment company and are committed to conducting our business responsibly while promoting ethical labour practices throughout our operations.

1.1 Our Workforce and Clients

We maintain strong recruitment and compliance procedures to ensure that every client and worker we engage with is properly identified and verified.

All candidates supplied by the Company undergo appropriate registration, identity verification and compliance checks before being introduced to clients.

Some workers choose to provide their services through their own limited companies or umbrella organisations, while others are engaged directly through approved labour supply partners.

Our clients are primarily based throughout the United Kingdom, and the workers we recruit are located across the UK.

1.2 Industry Partnerships

To strengthen our approach to ethical recruitment and labour standards, Icon People Recruitment Ltd works alongside recognised industry organisations and regulatory bodies, including:

- Employment Agency Standards Inspectorate (EAS)
- Stronger Together
- Gangmasters and Labour Abuse Authority (GLAA)
- Association of Labour Providers (ALP)
- Recruitment & Employment Confederation (REC)

These organisations provide guidance, best practice and support to help us continually improve our approach to preventing labour exploitation and modern slavery.

2. Our Policies

Preventing modern slavery forms an integral part of our corporate governance and ethical business practices.

The Company has implemented a dedicated **Modern Slavery Policy**, which outlines our commitment to preventing forced labour, human trafficking and worker exploitation throughout our business activities.

To further support this commitment, we maintain several complementary policies, including:

- Ethical Trading Policy
- Corporate Social Responsibility Policy
- Anti-Bribery and Anti-Corruption Policy
- Whistleblowing Policy
- Child Labour Prevention Policy

Together, these policies establish clear expectations for employees, suppliers, clients and business partners regarding ethical conduct and legal compliance.

2.1 Policy Review

Company policies are developed and approved by the Board of Directors with support from HR professionals, legal guidance and recognised industry best practices.

All policies are formally reviewed at least once each year, normally during March, or earlier where changes in legislation, regulatory guidance or business operations make an earlier review necessary.

3. Risk Management and Due Diligence

Icon People Recruitment Ltd adopts a proactive approach to identifying, assessing and managing risks associated with modern slavery and labour exploitation.

Our due diligence procedures include:

- Requesting evidence that suppliers maintain appropriate policies addressing modern slavery, forced labour, human trafficking and whistleblowing.
- Carrying out supplier audits, compliance reviews and spot checks where appropriate.
- Periodically assessing risk levels across our supply chain and recruitment activities.
- Ensuring that only appropriately trained senior personnel approve new commercial relationships.
- Working collaboratively with organisations such as Stronger Together and the GLAA to promote ethical recruitment practices.
- Encouraging employees to report any concerns relating to worker welfare or suspected exploitation without delay.

These measures help reduce the risk of unethical labour practices throughout our operations.

4. Measuring Our Performance

To evaluate the effectiveness of our modern slavery programme, the Company monitors a range of key performance indicators (KPIs), including:

- Identification of duplicate worker bank account details or residential addresses.
- The proportion of suppliers that have adopted ethical labour standards or published modern slavery statements.
- Time dedicated to supplier audits, compliance checks and due diligence activities.
- Staff participation in modern slavery awareness and compliance training.

Performance against these indicators is reviewed regularly by the Board of Directors and compared with recognised industry standards to support continuous improvement.

5. Training and Awareness

Raising awareness among employees is an essential part of our strategy to prevent modern slavery.

The Company provides appropriate training to ensure employees understand how to recognise potential indicators of labour exploitation and how concerns should be reported.

Training includes:

- Advanced training for Directors, Senior Managers, Branch Managers and Recruitment Consultants on identifying and managing modern slavery risks.
- Specialist guidance for employees involved in recruitment, procurement and supply chain management.
- General awareness training for all employees covering modern slavery, forced labour, human trafficking and workers' rights.
- Refresher training whenever legislative changes, operational developments or emerging risks require additional learning.

The Company regularly reviews its training programmes to ensure they remain current and effective.

6. Continuous Improvement

Icon People Recruitment Ltd recognises that preventing modern slavery requires ongoing vigilance and continuous improvement.

To strengthen our approach, we are committed to:

- Reviewing and updating Company policies on a regular basis.
- Carrying out ongoing risk assessments across our business and supply chain.
- Monitoring compliance with legal and ethical standards.
- Working closely with industry bodies, clients and suppliers to encourage responsible labour practices.
- Responding proactively to emerging risks and changes in legislation.

This Modern Slavery and Human Trafficking Statement will be reviewed annually to ensure it remains effective, reflects current legal requirements and continues to support our commitment to ethical recruitment and responsible business practices.

Where necessary, amendments will be introduced to reflect changes in legislation, industry guidance or operational requirements, ensuring that Icon People Recruitment Ltd continues to uphold the highest standards of integrity and social responsibility.