



Modern Slavery Statement

This statement is made as part of Robertson Recruitment Services Ltd commitment to eliminating the exploitation of people under the Modern Slavery Act 2015 (the Act). It summarises how Robertson Recruitment Services Ltd 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 May 2024 to April 2025. It was approved by Nick Robertson on 20th April 2024.

Nick Robertson
Director

1 Our Business

Robertson Recruitment Services Ltd is a limited company operating in the recruitment sector. We provide introduction services & supply temporary workers in the:

- Manufacturing & Industrial sector
- Logistics & Distribution sector

Robertson Recruitment Services Ltd 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. Some of our work-seekers are supplied via other businesses, who facilitate providing them to the eventual hiring company.

The hiring companies that we work with are located in UK. The workers we supply live in UK.

1.2 Other relationships

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

- the Recruitment and Employment Confederation (www.rec.uk.com) and the Institute of Recruitment Professionals (www.rec-irp.uk.com)
- Stronger Together (<https://www.stronger2gether.org/>)
- GLAA (<https://www.gla.gov.uk/>)
- Ethical Trading Initiative (<https://www.ethicaltrade.org/>)

2 Our Policies

Robertson Recruitment Services Ltd has a modern slavery policy readily available for clients and candidates upon request.

In addition, Robertson Recruitment Services Ltd has the following policies which incorporate ethical standards for our staff and our suppliers.

- Anti-Bribery & Corruption Policy

- Equal Opportunities & Diversity Policy
- Corporate Social Responsibility Policy
- Ethical Trading Policy
- Whistleblowing Policy

2.1 Policy development and review

Robertson Recruitment Services Ltd policies are established by our senior leadership team based on advice from HR professionals, industry best practice and legal advice. We review our policies on a regular basis or as needed to adapt to changes.

3 Our Processes for Managing Risk

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

- When engaging with suppliers, we ask for evidence of their processes and policies, including commitments around modern slavery, human trafficking, forced labour, human rights, and whistle-blowing.
- We review the potential for risk at regular intervals, including the possibility of reauditing 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 reserve the right to conduct spot-checks of the businesses who supply us, in order to investigate any complaints.
- We collaborate with our suppliers in order to improve standards and transparency across our supply chain.
- Only senior members of staff who have undergone appropriate training for assessing modern slavery risks in the supply chain are authorised to sign contracts and establish commercial relationships in any area where we have identified the potential for risk.
- We ensure that all of our suppliers are members of appropriate industry bodies and working groups.
- We work with GLAA, Stronger Together, ETI in order to combat the risk of modern slavery and human trafficking.

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

4 Our Performance

Robertson Recruitment Services Ltd as part of monitoring our performance in preventing modern slavery we regularly review:

- our policies and procedures to ensure that they are effective in addressing modern slavery risks
- 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

5 Our Training

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

- Our leadership team receive detailed training in identifying and resolving concerns around modern slavery and human trafficking.
- 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 regularly.