



Modern Slavery and Human Trafficking Statement

Reviewed: July 2018

This statement is in response to Section 54 of the Modern Slavery Act 2015 and sets out the steps Searchtime Recruitment Ltd have taken to ensure that slavery and human trafficking is not taking place in our supply chains or in any part of our businesses. We understand that the issue of slavery and human trafficking is a global issue and will work to improve our processes to eradicate slavery and human trafficking from taking place in our businesses or supply chains.

Searchtime provides shared overhead and support services to our recruitment and managed service businesses who operate globally to become a leading player for specialist recruitment. Searchtime Recruitment Ltd provide recruitment in Private Healthcare and Charitable Trust.

Slavery and human trafficking are an abuse of a person's freedoms and rights. We are totally opposed to such abuse in our direct operations, our indirect operations and our supply chain as a whole. We are confident in the steps we are taking to ensure that slavery and human trafficking do not take place in any part of our business or our supply chains. We are committed to driving high standards across all of our supply chains.

We have implemented the following policies:

- 1) Corporate & Social Responsibility
- 2) Equality & Diversity
- 3) Harassment, Bullying & Victimisation
- 4) Code of Conduct
- 5) Whistleblowing, to ensure that there is no slavery or human trafficking in our supply chain.

Our policies set out the behaviours we expect from employees in their dealing with colleagues, customers, suppliers, agents etc. All employees are expected to act with integrity and we also proactively encourage employees to raise concerns.

Searchtime Recruitment Ltd ensures strict compliance checks are carried out for all workers supplied or managed by us. In all cases Searchtime Recruitment Ltd must verify a permanent worker's right to work in the United Kingdom before we can supply their services to clients. In order to ensure that our suppliers are compliant, we regularly review and engage with only properly vetted and approved umbrella companies which we recommend to our candidates. For the avoidance of doubt, both tier 1 and tier 2 suppliers are subject to the same level of audit and due diligence.

Searchtime Recruitment Ltd will be introducing learning and development for its employees about factors which may indicate that a temporary worker may be subject to being under influence and actively encourage employees to report any suspicious activity.

The Board support eradicating slavery in any form from all areas within its supply chains and have approved this statement on behalf of Searchtime Recruitment Limited.