



This statement is made pursuant to S.54 of the Modern Slavery Act 2015 and sets out the steps that Unlimited Support Limited has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. Unlimited Support Limited has a zero-tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

Our business

Unlimited Support Limited is a specialist provider of permanent, contract, temporary and outsourced recruitment solutions, with a number of divisions dealing with a wide variety of specialisms, such as finance, technology, healthcare, education and social care. Unlimited Support Limited also operates a jobs and careers site which provides a full online recruitment service, advertises vacancies on behalf of employers and recruitment agencies. Candidates can also upload profiles and CVs and elect to make them available to recruiters through the website.

Areas of risk

Workers would be at risk if they were paid at less than National Minimum Wage and/or were without acceptable right to work documentation. Unlimited Support Limited has specific procedures to prevent this.

Our policies

Unlimited Support Limited is committed to ensuring that there is no modern slavery or human trafficking in its supply chains or in any part of its business. Unlimited Support Limited's Modern Slavery Policy reflects this commitment to acting ethically and with integrity in all its business relationships. It also reflects the commitment to implementing and enforcing effective systems

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and controls to ensure slavery and human trafficking is not taking place anywhere in Reed's supply chains. The policy implements processes to identify, monitor and mitigate risk areas, as well as encouraging reporting and protecting whistleblowers.

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

1. Recruitment policy: we operate a robust recruitment policy, including conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.
2. Whistleblowing policy: we operate a whistleblowing policy so that all employees know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals.
3. Code of business conduct: this code explains the manner in which we behave as an organisation and how we expect our employees and suppliers to act.

Our suppliers

Unlimited Support Limited operates a supplier policy and maintains a preferred supplier list. We conduct due diligence on all suppliers before allowing them to become a preferred supplier. This due diligence includes an online search to ensure that a particular organisation has never been convicted of offences relating to modern slavery.

In addition to the above, as part of our contract with suppliers, we require that they confirm to us that:

1. They hold their own suppliers to account over modern slavery
2. They pay their employees at least the national minimum wage / national living wage
3. We may terminate the contract at any time should any instances of modern slavery come to light.

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Training

We regularly conduct training for our procurement/buying teams so that they understand the signs of modern slavery and what to do if they suspect that it is taking place within our supply chain.

Our performance indicators

We will know the effectiveness of the steps that we are taking to ensure that slavery and/or human trafficking is not taking place within our business or supply chain if:

1. No reports are received from employees, the public, or law enforcement agencies to indicate that modern slavery practices have been identified.

Effectiveness in combating slavery and human trafficking:

Unlimited Support Limited keep its policies and processes under frequent review to ensure compliance with the law and best practice following an audit schedule to ensure that its effectiveness in eliminating slavery and human trafficking is regularly and consistently tested with escalation routes clearly identified. Since the last statement this audit schedule has continued to operate effectively. In particular, Unlimited Support Limited has completed several checks against its temporary work force that focus on identifying common signs of active modern slavery. Any anomalies are investigated and reported where necessary.

Approval for this statement

This statement was approved by the Board of Directors on 20/03/2020

Shai Awobayiku

Director Reviewed: 26/11/2024

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