

Modern Slavery Policy

Our Commitment

Modern slavery, forced labour, human trafficking and any other form of labour exploitation have no place in 24-7 Staffing or its supply chain. We uphold the principles of the Modern Slavery Act 2015 and support the 'Stronger Together' movement for responsible, ethical recruitment.

24-7 Staffing currently falls below the £36 million turnover threshold in Section 54 of the Modern Slavery Act 2015 and is not legally required to publish an annual Modern Slavery Statement. This policy is issued voluntarily to set out our internal standards and commitments.

This policy applies to 24-7 Staffing and all subsidiary businesses and trading brands.

Employer Pays Principle

No worker pays for a job. Recruitment costs are borne by 24-7 Staffing, never by the worker, in line with the Employer Pays Principle.

Governance

Rob Baughan, Managing Director, holds Board-level responsibility for this policy. Brad Kent, Business Support Manager, is responsible for day-to-day implementation, training and reporting.

What We Do

- Right to Work checks and pre-registration screening for all work-seekers and workers supplied.
- Modern slavery and exploitation-awareness training for all operational staff, with enhanced training for staff managing GLAA-licensed work.
- Publicised guidance on spotting the signs of labour exploitation on our website.
- Compliance with Fair Work Agency (formerly GLAA) licensing standards where applicable.
- Due diligence on new suppliers and clients before entering into agreements.
- We will not knowingly work with any organisation that fails to uphold these standards.

Raising a Concern

Workers, staff, suppliers or members of the public can report suspected modern slavery or exploitation confidentially to the Business Support Manager by emailing bradley.kent@24-7staffing.co.uk or via the Modern Slavery Helpline (08000 121 700). All reports are investigated promptly; retaliation against anyone reporting in good faith will not be tolerated.

Our Response

Where exploitation is identified, we will act promptly: supporting any victims, cooperating with the police, the Fair Work Agency or other authorities, and removing any non-compliant supplier from our approved list.

Review

This policy is reviewed annually by the Business Support Manager and updated to reflect legislative or operational change.

A handwritten signature in black ink, appearing to read "Rob Baughan".

Rob Baughan

Managing Director