Policy No. 21
The Modern Slavery Policy and Statement

Modern Slavery Policy

Name and address of the premises to which this policy applies: Adore Recruitment Ltd, Network House, Christy Way, Southfields Business Park, Basildon, Essex SS15 6TR

1. Adore Recruitment Ltd is committed to eliminating modern slavery, human trafficking, forced labour, and similar human rights abuses.
2. Adore Recruitment Ltd is committed to ensuring that its staff and any workers it supplies (directly or indirectly) are not subject to behaviour or threats that may amount to modern slavery, human trafficking, forced labour, and similar human rights abuses.
3. Adore Recruitment Ltd provides appropriate training and awareness information for all of its staff. 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.

4. Any staff, workers or other parties are strongly encouraged to report any concerns or suspicions that they might have to identify Samantha Clark at Adore Recruitment Ltd.
5. Reports surrounding these issues are taken extremely seriously by our Director, who is committed to ensuring that, all investigations shall be prompt and effective. If our investigations reveal any issues, we are committed to taking appropriate action. Including but not limited to:

- Removing that organisation from our preferred supplier list.
- Ceasing supply of staff/ services to that organisation.
- Passing details to appropriate law enforcement bodies.

6. We regularly monitor our risks in this area through the use of relevant key performance indicators, including:

- The percentage of workers and candidates supplied from audited businesses/ our preferred supplier list.
- The effectiveness of enforcement against suppliers who breach policies.
- The amount of time spent on audits, re-audits, spot checks, and related due diligence, and
- The level of modern slavery training and awareness amongst our staff.

7. As part of our efforts in this area, we publish a modern slavery statement on an annual basis.

8. We would also recommend reading this in conjunction with our policies, including our:
- Anti – bribery / corruption policy.
- Whistleblowing policy.

This policy was adopted on 18th July 2020 after being agreed by our board directors. It is reviewed annually.

This statement is made as part of Adore Recruitment Ltd commitment to eliminating the exploitation of people under the Modern Slavery Act 2015 (the Act). It summarises how Adore Recruitment Ltd operates, the polices 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 April 2026 to March 2027. It was approved by the board directors on 3rd April 2026.



Samantha Clark
Director

1. Our Business

Adore Recruitment Ltd is a limited company operating in the recruitment sector. We provide introduction services and supply temporary workers in all business sectors, specialising in the Sales, Engineering, Clerical, Industrial and Warehouse sectors including GLAA regulated sectors.
Adore Recruitment 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. We do not supply work-seekers to hiring companies through from any intermediaries.
The hiring companies that we work with are located in the 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)
- The Gangmasters & Labour Abuse Authority

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

- Anti – Bribery and Corruption
- Equal Opportunities
- Health & Safety
- Misc. Leave
- Sickness
- Whistle Blowing
- Complaints
- Maternity Leave
- Paternity Leave
- Modern Slavery

1.3. Policy development and review

Adore Recruitment Ltd policies are established by our directors based on advice from HR professionals, industry best practice and legal advice. Or as needed to adapt to changes.

2. Our Processes for Managing Risk

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

- We conduct audits before entering into a commercial relationship with any business where there is the potential

for risk. These audited businesses form the basis of our preferred supplier list.
- We review the potential for risk at regular intervals, including the possibility of re-auditing 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.

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

3. Our performance

As part of monitoring the performance of Adore Recruitment, we track the following general key performance indicators:

- Company Policies
- ISO Audit
- Terms of Business
- KPI'S
- Timesheets
- Document Reviews
- Filing
- Shredding

Based on the potential risks we have identified, we have also established the following key performance indicators, which are regularly assessed by our board of directors:

- The percentage of suppliers who sign up to an appropriate code / provide their own modern slavery statements.
- The percentage of workers and candidates supplied from audited businesses / our preferred supplier list.
- The effectiveness of enforcement against suppliers who breach policies.
- 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.

We benchmark our indicators against industry best-practice, in order to ensure that we do not put undue pressure on our suppliers that might increase the potential for risk.

4. 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.