



Talent Boutique Solutions Limited

Modern Slavery Statement 2025

1. Introduction

July 2025

Talent Boutique Solutions Limited (TBS) is committed to eliminating the risk of modern slavery, human trafficking, and exploitation within our operations and our supply chain. Our focus is rooted in our core values of Integrity, Kindness, Innovation, Growth, Accountability, and Inspiration.

At TBS, people are at the centre of everything we do. We actively promote an environment where individuals feel supported, heard, and respected. We believe in going beyond compliance, taking proactive steps to identify and address potential risks of exploitation.

In 2025, we continue to adapt to challenges including the cost of living crisis, economic pressures, and evolving migration patterns. As our business grows, we recognise that our responsibilities grow too, and we remain committed to strengthening our due diligence, training, and engagement with all stakeholders to protect vulnerable individuals.

2. Our Business and Supply Chains

Talent Boutique Solutions Limited is an independent recruitment agency specialising in talent acquisition services for the industrial and logistics sectors. We operate from our central hub in Bristol, with a flexible model combining onsite and remote working to cover a national footprint.

Our supply chain is streamlined and carefully selected. We work with trusted partners who share our commitment to ethical and responsible practices. Annual audits, supplier reviews, and second-tier supply chain checks form the backbone of our approach to minimising modern slavery risks.

3. Policies, Procedures, and Corporate Governance

Our approach to eradicating modern slavery is woven into key policies covering:

- Recruitment and eligibility to work
- Conduct and performance
- Welfare and wellbeing
- Whistleblowing
- Ethical sourcing

We regularly review these policies against industry best practices, including input from external partners and compliance advisors, to maintain our commitment to continuous improvement.

4. Assessing, Managing and Mitigating Risk

We proactively identify high-risk sectors and roles where vulnerability to modern slavery is elevated, for example in temporary recruitment for warehousing and logistics. Our three-tier approach includes:

- Raising awareness among our clients
- Educating candidates and workers
- Empowering our own staff through regular training and open dialogue

Our principle of “If in doubt, shout” is actively encouraged to ensure rapid reporting and intervention wherever concerns arise.

5. Due Diligence

We carry out routine, impartial welfare checks, flag-based system monitoring, and regular interviews with workers to detect early signs of exploitation. Our procedures include:

- Auditing recruitment partners
- Reviewing shared bank account or address details
- Anonymous reporting channels
- Third-party whistleblower services

Our compliance team maintains detailed oversight and escalates any concerns to senior leadership for immediate action.

6. Training and Development

Our team is regularly trained in identifying modern slavery risks and responding appropriately. We deliver:

- Online awareness courses for all staff and workers
- Bespoke workshops in partnership with sector experts
- Training on soft skills, empathy, and active listening

This ensures every member of the team is vigilant, aware, and confident in upholding our zero-tolerance policy.

7. Tracking Our Progress

Throughout 2025, we will continue to:



- Conduct regular audits of our supply chain
- Collaborate with clients to run joint awareness campaigns
- Integrate modern slavery messaging in our candidate materials
- Monitor and measure our progress through compliance dashboards

We are committed to transparency, accountability, and growth in our mission to protect everyone involved in our recruitment services.

8. Approval

This statement was approved by the Board of Directors of Talent Boutique Solutions Limited on 1 July 2025, and is signed by:

Patrycja Malara, Managing Director
Bartosz Spurrell, Operations Director

Contact

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