

# Ethical Trading Policy

Regal Evolve

## Introduction

At Regal Evolve, we are committed to maintaining the highest standards of ethics in all our business operations. Our Ethical Trading Policy is designed to ensure that our recruitment practices are fair, transparent, and aligned with our core values of integrity, respect, and social responsibility. This policy outlines the principles and guidelines that govern our relationships with clients, candidates, employees, and other stakeholders.

## Our Commitment

Regal Evolve is dedicated to:

- **Fair Treatment:** Ensuring that all candidates are treated with dignity and respect throughout the recruitment process.
- **Equality and Diversity:** Promoting a diverse and inclusive workforce by ensuring equal opportunities for all candidates, regardless of age, gender, ethnicity, disability, religion, or sexual orientation.
- **Transparency:** Providing clear and honest communication with clients and candidates regarding job roles, responsibilities, and expectations.
- **Compliance:** Adhering to all relevant UK employment laws and regulations, including those related to minimum wage, working hours, and health and safety.
- **Ethical Business Practices:** Conducting our business with integrity, avoiding conflicts of interest, and ensuring that our operations do not exploit or harm any individual or community.

## Principles of Ethical Trading

Our Ethical Trading Policy is based on the following key principles:

### 1. Respect for Individuals

We respect the rights and dignity of every individual we interact with. This includes:

- Ensuring that all candidates are treated fairly and without discrimination.
- Providing a safe and supportive work environment for our employees.
- Respecting the confidentiality and privacy of candidates' and clients' personal information.

## 2. Fair Recruitment Practices

Our recruitment practices are designed to be fair and transparent:

- We conduct thorough and unbiased assessments of candidates' skills and qualifications.
- We provide accurate and honest job descriptions and expectations to candidates.
- We ensure that all job offers are made based on merit and suitability for the role.

## 3. Transparency and Communication

We believe in clear and open communication:

- We provide regular updates to candidates and clients throughout the recruitment process.
- We offer honest feedback to candidates, whether successful or not.
- We are transparent about our fees and charges to clients and candidates.

## 4. Compliance with Laws and Regulations

We are committed to complying with all relevant UK employment laws and regulations:

- We ensure that all candidates are legally eligible to work in the UK.
- We adhere to minimum wage laws and ensure fair compensation for all workers.
- We comply with health and safety regulations to provide a safe working environment.

## 5. Promoting Equality and Diversity

We are dedicated to promoting a diverse and inclusive workforce:

- We ensure that our recruitment practices are free from bias and discrimination.
- We actively seek to recruit candidates from diverse backgrounds.
- We provide equal opportunities for professional development and career advancement.

## 6. Ethical Business Conduct

We conduct our business with the highest standards of integrity:

- We avoid conflicts of interest and disclose any potential conflicts to relevant parties.
- We do not engage in any form of bribery, corruption, or unethical behavior.
- We ensure that our business practices do not exploit or harm any individual or community.

## Implementation and Monitoring

To ensure the effective implementation of our Ethical Trading Policy, Regal Evolve will:

- Provide regular training to employees on ethical recruitment practices and compliance with relevant laws and regulations.
- Conduct periodic audits of our recruitment processes to ensure adherence to our policy.
- Establish a confidential reporting mechanism for employees, candidates, and clients to raise concerns about unethical behavior or practices.
- Take prompt and appropriate action to address any violations of our Ethical Trading Policy.

## Review and Continuous Improvement

We are committed to continuously improving our Ethical Trading Policy and practices:

- We will regularly review and update our policy to reflect changes in laws, regulations, and best practices.
- We will seek feedback from employees, candidates, and clients to identify areas for improvement.
- We will implement new initiatives and strategies to enhance our ethical recruitment practices.

## Conclusion

Regal Evolve believes that ethical trading is essential to building trust and long-term relationships with our clients, candidates, and other stakeholders. By adhering to the principles outlined in this policy, we aim to create a fair, transparent, and inclusive recruitment process that benefits everyone involved.

For any questions or further information regarding our Ethical Trading Policy, please contact us at [jamie.clarke@regal-cloud.com](mailto:jamie.clarke@regal-cloud.com)

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