



MODERN SLAVERY POLICY STATEMENT

Modern Slavery Policy Statement for Masterplan Recruitment Ltd

This is the Modern Slavery Policy Statement of Masterplan Recruitment Ltd. In this document, "company" "we", "our", or "us" refer to Masterplan Recruitment Ltd.

We are company number 09910236 registered in England.

Our registered office is at c/o C&M Accountants, Unit 14, Apex Court, Woodlands, Bradley Stoke, Bristol BS32 4JT.

Introduction

Modern slavery is a global issue which can affect any business in any sector and which is often very difficult to detect.

Modern Slavery is a term used to encompass slavery, servitude, forced and compulsory labour, bonded and child labour and human trafficking.

Human Trafficking is where a person arranges or facilitates the travel of another person with a view to that person being exploited. Modern slavery is a crime and a violation of fundamental human rights.

Our Policy on Modern Slavery and Human Trafficking

At Masterplan Recruitment we believe in the importance of equality in the workplace and we are committed to preventing acts of modern slavery and human trafficking from occurring within our business and the supply chain. We prohibit the use of all forms of forced labour and any form of human trafficking.

In addition, all employees, are made aware of our requirement for them to support and uphold human rights principles and know that the Company will not tolerate, engage in or support the use of, forced labour.

Our Own Business

As part of our own business we supply temporary and permanent personnel to a number of clients. We take our obligations seriously in this respect and have established and audited procedures to ensure that those temporary workers are protected from the risks of modern slavery and:

- have a right to work in the UK for the duration of their assignment. This involves asking the individual direct to view their relevant identity documentation. A delay in providing proof of identity and/or associated right to work documentation might indicate a modern slavery issue and would be escalated appropriately;
- take relevant references to ensure the individual is hired in a role that they have both the qualifications and experience to undertake;
- where we provide payroll services, we check that such temporary personnel have a bank account in their own name into which their remuneration is paid;
- where we are responsible for such temporary personnel whilst they are on assignment on our client's premises, they are always free to leave their assignment; and
- receive compliant pay as determined by the Agency Workers Regulations 2011.

Commitments

This policy reflects our commitment to acting ethically and with integrity in our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place in our business and supply chain.

This policy applies to all persons working for us or on our behalf in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers, agents, contractors and suppliers.

We shall be a company that expects everyone working with us or on our behalf to support and uphold the following measures to safeguard against modern slavery:

- We have a zero-tolerance approach to modern slavery in our organisation and our supply chains.
- The prevention, detection and reporting of modern slavery in any part of our organisation or supply chain is the responsibility of all those working for us or on our behalf. Workers must not engage in, facilitate or fail to report any activity that might lead to, or suggest, a breach of this policy.
- We are committed to engaging with our supply chain to address the risk of modern slavery in our operations.
- If we find that other individuals or organisations working on our behalf have breached this policy, we will ensure that we take appropriate action. This may range from considering the possibility of breaches being remediated and whether that might represent the best outcome for those individuals impacted by the breach to terminating such relationships.