

Modern Slavery Statement 2024-25

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

Linear Recruitment Ltd has a zero-tolerance approach to modern slavery, and is committed to acting ethically and with integrity in all our business dealings and relationships.

This statement is made as part of Linear Recruitment's commitment to eliminating the exploitation of people under the Modern Slavery Act 2015. It summarises how Linear Recruitment Ltd operates, the policies 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 2024 - 25.

1. Our Business

Linear Recruitment Ltd is a limited company operating in the recruitment sector providing temporary, contract and permanent positions in the following sectors:

- Architecture & Design
- Construction & Property
- Highways & Infrastructure
- Industrial & Engineering
- Energy, Power & Utilities
- Rail & Transport
- Trades & Labour

Linear Recruitment Ltd is an independent business with offices based in Sheffield, Newcastle, Manchester, and Shirebrook, we work throughout the UK and have national coverage through our expert teams of recruitment professionals.

2. Who we work with

We work with hiring companies and job-seekers on a daily basis. All of which are known and identified by our staff. All of our clients are located throughout the UK. All of the workers we supply live in and have the right to work in the UK.

Some of the job-seekers operate through their own limited companies and some are supplied via other businesses, who facilitate providing them to eventual hiring company.

As part of our business, we also work with:

- The Recruitment and Employment Confederation (www.rec.uk.com),
- Sector-specific professional and regulatory bodies and,
- Sector-specific industry bodies.

Linear Recruitment is also a member of Stronger Together, an organisation with a mission to ensure all workers are recruited responsibly, have fair work, and are free from exploitation. We make use of their practical resources to provide consistent training, awareness, and support for all our staff.

3. Policies

We have several policies that support our commitment to preventing modern slavery:

- Ethical Trading Policy
- Whistle Blowing Procedure
- Grievance Procedure
- Equal Opportunities and Diversity Policy
- Anti-bribery and Corruption Policy

Our policies are established by our directors, based on advice from HR professionals, industry best practice and legal advice. We review our policies annually, or as needed to adapt to changes.

4. Assessing Risk

To assess the risk of modern slavery we ask suppliers for evidence of their commitments around modern slavery, human trafficking, forced labour, human rights and whistle-blowing. We conduct audits before entering into a commercial relationship and will continue to audit on an annual basis.

After due consideration, we believe that the main area of risk for us is within our recruitment of job-seekers. We recognise that there is a higher risk of modern slavery within sectors that rely on:

- Lower-Skilled Workers
- Lower-Paid Work
- “Out of Hours” Roles

We consider the following groups to be particularly vulnerable:

- Migrant Workers
- Those with Limited or Poor English Language Skills
- Female Workers
- Younger People

5. Due Diligence

As part of monitoring, evaluating and addressing the risk of modern slavery we use the following methods:

- Our registration process ensures all job-seekers have right to work in the UK and are vetted in line with our strict compliance process. We ensure all applicants have control over their own identity documents and have not paid anyone to obtain the job or been forced to obtain the job.
- Our recruiters complete an imposter check to ensure the candidate registering is the same candidate attending shift on site. As well as regularly attending site visits to speak with employees and clients in person.
- Our staff are encouraged to bring any concerns they have to the attention of management through our clear whistleblowing and grievance procedures.
- We display modern slavery posters across all branches and on-site warehouses, along with warning signs to look for and who to contact with concerns, such as Modern Slavery Helpline, Crimestoppers and/or Police.
- We conduct regular checks on employee records for potential risks such as multiple occupancy addresses, bank accounts in a different name, multiple people using the same bank account or same next of kin details. Our recruiters are also required to check for these red flags when registering candidates and to report any concerns immediately.
- We reserve the right to conduct spot checks on the businesses who supply us in order to investigate any complaints.
- We ensure that all of our suppliers are members of appropriate industry bodies and working groups.

6. Monitoring Performance

As part of monitoring our approach to prevent and respond to risks of modern slavery we track our performance against the following key performance indicators:

- Company Compliance process. All candidates who register with Linear Recruitment Ltd are vetted in accordance with our process. Weekly statistics are monitored by management teams and the board.
- Employee Training. How many employees have completed mandatory training and the level of modern slavery awareness amongst our staff.
- An approved supplier list. All potential suppliers must be approved following the completion of a questionnaire and provision of their policy statements, accreditations and insurances.
- The effectiveness of enforcement against suppliers who breach policies.
- Reporting. How many reports have been made by our employees that indicate their awareness of and sensitivity to ethical issues

We carefully consider our indicators, in order to ensure that we do not put undue pressure on our suppliers that might increase the potential for risk.

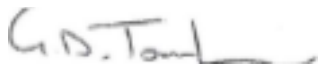
7. Training and Awareness

All of our staff receive training and support that is appropriate to their role. For example:

- Our induction covers an overview of what Modern Slavery is, what sectors are most at risk, what groups are most vulnerable, what the “red flags” are, and what to do if you are concerned about someone's wellbeing, whether that be a colleague, agency worker or a job-seeker.
- Our HR personnel have completed the Due Diligence in Combatting Modern Slavery Workshop provided by the Sustainability Supply Chain School and the Tackling Modern Slavery in Business Workshop provided by Stronger Together.

Our training is reviewed and refreshed on an annual basis.

Regards,

A handwritten signature in blue ink that reads 'G.D. Tomkins'.

Gareth Tomkins
Managing Director
Linear Recruitment Ltd