

Slavery & Human Trafficking Statement

Introduction from the Board of Directors

Modern Slavery is a term used to define two offences in the Modern Slavery Act 2015, namely:

- Slavery, servitude and forced or compulsory labour; and
- Human trafficking.

We have a responsibility to ensure that workers are not being exploited, that they are safe in their place of work and that relevant employment, health and safety and human rights laws are adhered to at all times.

This extends to our people having freedom of movement, speech and opinion. We are committed to improving our practices to combat slavery and human trafficking within our supply chain at all times.

Our Business

Scantec Personnel Limited (Scantec) is a technical recruitment business and agency providing recruitment services to clients across a number of sectors, including but not limited to:

- Defence
- Engineering
- Project Services
- Infrastructure
- Skilled Trades
- FMCG
- Scientific

We work closely with clients to develop an in-depth understanding of their business and offer a tailored service to each specific recruitment requirement. From an individual to a complete team, Scantec strive to source the right people from our wide and diverse recruitment database.

Our single site operation is based in the North West of England, employing 20 people (2025). All our Recruitment Consultants are extensively trained and hold relevant recruitment qualifications where applicable. The standard of the delivery of our recruitment services is underpinned by both ISO9001:2015 and Investors in People (IIP). Our current annual turnover is £37,044,144 (2024).

Our Policies

Scantec has various policies in place to support the mitigation of risks associated with Modern Slavery. These include but are not limited to:

- Anti Slavery and Human Trafficking Policy;
- Health and Safety Policy; and
- Quality Policy (supported by our QMS).

Our company is committed to delivering on its core values of:

- Delivery;
- Transparency;
- Integrity; and
- Compliance

Those values underpin the way we conduct our business, through behaviours which promote both high social standards and high levels of quality.

Our Supply Chain

We are committed to ensuring that there is no Modern Slavery or Human Trafficking in our supply chain. Our Anti-Slavery and Human Trafficking Policy reflects our commitment to acting ethically and with integrity in all our business relationships. This requires us to implement effective systems and controls to ensure Modern Slavery and Human Trafficking is not taking place in our business.

Our end clients, candidates, contractors and suppliers are sourced by our employees. It is important that when building relationships with all parties in our supply chain that our employees give due consideration to identifying potential instances of Modern Slavery and Human Trafficking.

Supplier Adherence to Our Values

We have zero tolerance to Modern Slavery and Human Trafficking. We expect all those in our supply chain to comply with our values. To ensure this, we have in place a rigorous supply chain compliance programme.

Policies: It is the responsibility of the Board of Directors to review the policies relating to Modern Slavery and the processes by which they are developed and adhered to.

Risk Assessments: It is the responsibility of our Managers to assess the risk of Modern Slavery in our supply chain.

Due Diligence: It is the responsibility of our Compliance and Recruitment Support Teams to carry out due diligence to ensure we meet our responsibilities.

Training: It is the responsibility of our Management to ensure that all staff are trained in understanding the signs of Modern Slavery, including an understanding of the risks, policies and procedures regarding the relevant legislation.

Due Diligence Processes for Slavery and Human Trafficking

As part of our initiative to identify and mitigate risk we:

- Run checks on our workers and their respective employers, including company Director checks;
- Ensure that workers have the right to work in the UK by checking the regulated identification documents;
- Limit our geographical scope when supplying workers (where viable);
- Build long standing relationships with suppliers and clients, making clear our expectations of business behaviour; and
- Expect the parties in our supply chain to demonstrate a suitable awareness of Modern Slavery and Human Trafficking.

We have in place systems to:

- Identify and assess potential risk areas in our supply chain;
- Mitigate the risks associated with Modern Slavery and Human Trafficking;
- Monitor the identified risk areas in our supply chain; and
- Protect whistle blowers.

Our Effectiveness in Combating Modern Slavery and Human Trafficking

We used the following key performance indicators (KPIs) to measure how effective we have been in ensuring that Modern Slavery and Human Trafficking is not taking place in any part of our business.

- All key suppliers to evidence a commitment to tackling modern slavery – of the sample tested, 100% pass rate.
- All staff to receive awareness training as part of their induction in to the business – 100% pass rate.

Training

To ensure a high level of understanding of the risks of Modern Slavery and Human Trafficking in our business, we provide periodic and relevant training to our staff.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 31 December 2025.



Peter Bates
Managing Director
January 2025