



Introduction

At Recruitment Ally we are committed to upholding the highest standards of business ethics, and we have a zero-tolerance policy towards modern slavery and human trafficking in any form. We take our responsibilities under the Modern Slavery Act 2015 seriously and are dedicated to ensuring that our operations, supply chains, and partners are free from exploitation, forced labor, or human trafficking.

This statement outlines the steps we have taken and will continue to take to prevent modern slavery within our business and supply chains.

Our Business and Supply Chains

Recruitment Ally provides professional healthcare and related services to the public healthcare and hospitality sectors. We are based in the UK and have operations in London. Our supply chains are pretty simple and we source consumable and disposable goods and services from various suppliers who share our commitment to ethical business practices.

We ensure that these partners adhere to our strict ethical standards, which include the prohibition of forced labor, human trafficking, and any form of modern slavery.

Our Policies

We are committed to preventing modern slavery in all its forms. We have implemented the following policies and practices:

- **Anti-Slavery and Human Trafficking Policy:** This policy outlines our commitment to preventing modern slavery and human trafficking within our operations and supply chains. It applies to all employees, contractors, suppliers, and business partners.
- **Supplier Code of Conduct:** Our supplier relationships are governed by our Supplier Code of Conduct, which includes clear expectations regarding ethical sourcing and prohibits the use of forced, bonded, or involuntary labor in any of our suppliers' operations. We follow the **NMC & CQC**.
- **Whistleblowing Policy:** Employees, contractors, and suppliers are encouraged to report any concerns regarding modern slavery in our supply chains or operations without fear of retaliation. Our Whistleblowing Policy provides a confidential means for reporting such concerns.

Due Diligence and Risk Assessment

We conduct due diligence on all new and existing suppliers to ensure they meet our ethical standards. This includes:

- Reviewing supplier compliance with our Anti-Slavery and Human Trafficking Policy.
- Auditing supplier practices and processes to assess any potential risks related to modern slavery.
- Implementing corrective actions where necessary, including terminating relationships with suppliers who do not meet our standards.



We assess the risk of modern slavery in various areas of our business operations and supply chains, particularly in sectors that may be more vulnerable to exploitation.

Training and Awareness

To ensure that our employees understand the risks associated with modern slavery, we provide regular training on identifying and addressing signs of modern slavery and human trafficking. This training is mandatory for all employees working in high-risk areas of the business, including procurement and supply chain management.

We also work closely with our suppliers to raise awareness of modern slavery and human trafficking, offering guidance and resources to support their compliance with our policies.

Monitoring and Reporting

We monitor the effectiveness of our anti-slavery practices through regular audits and assessments. We maintain an open line of communication with employees and suppliers to ensure that any concerns related to modern slavery are promptly addressed.

We will continue to review and refine our practices to ensure that modern slavery does not exist within our business or supply chains. This statement is reviewed annually, and any significant changes are communicated to stakeholders.

Conclusion

At Recruitment Ally we are dedicated to preventing modern slavery and human trafficking. We believe that we can only achieve this by working together with our employees, suppliers, and partners to uphold ethical practices and create a fair and transparent business environment.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and covers the period from 1 November 2024 to 31 October 2025, and is approved in the meeting of our Management.

A handwritten signature in blue ink that reads 'Fahad Hameed'.

Signed on behalf of the management.