Modern Slavery Statement - 2026

Introduction

This statement is made as part of R Recruitments commitment to eliminating the exploitation of people under the Modern Slavery Act 2015 (the Act). It summaries how R Recruitment operates, the policies and processes in place to minimise the possibility of potential cases, 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 2026-2027. It was approved by the Managing Director, Renata Krawcewicz on 01.01.26.

1. Our Business

R Recruitment Ltd is a recruitment business operating mostly within the logistics sector, with a plan to increase supply within the industrial sector. The main function of R Recruitment is to supply labour provision services to the warehousing and transport industry.

1.1 Who we work with

Currently operating within the logistics sector with the aim of increasing supply to the warehousing sector for 2026, we supply flexible labour to support with the temporary labour requirements of our Clients. We recruit our Workers directly through our own resourcing teams with. We facilitate the supply of workers at multiple locations across the midlands and southwest with all workers we supply residing within the UK.

Our recruiters work closely with all hiring managers. All work-seekers are identified by us, along with all of the Workers we supply.

Stronger Together

In 2023, we became a business partner of Stronger Together, a not-for-profit organisation supporting businesses with practical training, resources and business services to support with the prevention and identification of modern slavery.

By becoming a business partner, we implemented processes to prevent and identify potential cases or third-party labour exploitation within our business, and supply chain, and to support our clients with their requirements for tackling modern slavery.

2. Our Policies

R Recruitment Ltd has this modern slavery statement regardless of the fact it does not currently fall within scope of the Modern Slavery reporting level of 36 million turnover. In addition, R Recruitment Ltd has the following policies which incorporate ethical standards for both our internal workers and any sub-contracted workers:

- Forced Labour and Ethical Policy
- Labour and Human Rights Policy
- Modern Slavery Policy
- Preventing Hidden Labour Exploitation Policy
- Responsible Recruitment Policy
- Remedial Policy

2.1 Policy development and review

R Recruitment's policies are established by our compliance function with Director level approval. We review our policies on a regular basis, or as required to adapt to any changes.

3. Our Processes for Managing Risk

In order to assess the risk of modern slavery, we will use the following processes with our suppliers:

- Where second tier supply is a requirement, we will engage with suppliers and ask for evidence of their processes and policies including commitments around modern slavery, human trafficking and forced labour.

- We will conduct a review of any supplier's business before entering into a commercial relationship where there is the potential for risk. Any authorised businesses form the basis of our preferred supplier list.
- We will review the potential for risk at regular intervals, including the possibility of re-auditing a supplier or conducting spot checks.

After due consideration, we have identified the following potential risks in our supply chain:

- Significant recruitment levels of migrant workers including, but not limited to, Polish, Romanian, Lithuanian, Latvian, Slovakian, Hungarian and Bulgarian.
- Volatile labour requirements due to retailer requirements resulting in increased recruitment levels.
- Low skilled work force requirements at some locations resulting in potential risk of third-party labour exploitation.

Additionally, we have taken the following steps to minimise the possibility of any problems:

- We will reserve the right to conduct spot-checks of the businesses who supply us, in order to investigate any complaints.
- We will require the businesses we work with to address modern slavery concerns in their policies and publish a modern slavery statement should they meet the relevant criteria.
- We will collaborate with our suppliers in order to improve standards and transparency across our supply chain.
- Only senior members of staff who have undergone appropriate training for assessing modern slavery risks in the supply chain are authorised to sign contracts and establish commercial relationships in any area.
- We will ensure that all of our suppliers are members of appropriate industry bodies.

Our staff are encouraged to bring any concerns they have to the attention of management.

4. Our Performance

As part of monitoring the performance of R Recruitment, we aim to track the following general key performance indicators:

- Multiple occupancy checks on any properties with 5 or more occupants
- Duplicate bank account checks on all details provided by workers during registration
- Multiple contact number report to monitor overuse of contact numbers throughout worker information
- Worker welfare questions within registration forms to monitor for potential exploitation

Based on the potential risks we have identified, we have also established the following key performance indicators, which are regularly assessed by management:

- The percentage of workers supplied from our preferred supplier list
- The level of modern slavery training and awareness amongst our own internal staff
- Number of identified potential cases and from which indicators

We benchmark our indicators against the industry best-practice and 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

5. Our Training

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

- Our management team receive detailed training in identifying and resolving concerns around modern slavery and human trafficking.

- All our staff receive awareness-raising information around issues involving modern slavery and human trafficking, so that they can bring any concerns they have to attention of management.

As part of this, our staff are encouraged to discuss any concerns that they have. Training is refreshed regularly.