



OUR STATEMENT

We at DM Recruitment are aware that we are not legally obliged to produce a Modern Slavery statement, however as a company we are on a journey, and we understand that making tackling modern slavery. We, as a labour provider are aware that our business could well be considered high risk for infiltration for modern slavery, especially forced labour, bonded labour and debt bondage.

MODERN SLAVERY

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. We have a zero-tolerance approach to modern slavery and we are committed to acting ethically and with integrity in all our business dealings and relationships and to implement and enforce effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or our supply chain. We are also committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chain - we also expect the same high standards from all of our contractors, suppliers and other business partners.

WHAT ARE WE DOING?

DM Recruitment follows strict internal policies to ensure that we are conducting our business practices in an ethical and transparent manner.

We follow robust checks on any new employee including eligibility to work in the UK to safeguard against human trafficking or individuals being forced to work against their will.

These policies include:

- Modern Slavery Policy
- Modern Slavery Preventative Procedure
- Right to Work Policy
- Bribery and Anti-Corruption Policy

RESPONSIBILITY

The Head Office, working with the Managing Director have overall responsibility for ensuring that our Modern Slavery Policy complies with our legal and ethical obligations, and that those within the company comply with it.

COMMUNICATION – STAFF AND WORKERS

This policy applies to all persons working for us or on our behalf in any capacity, including employees at all levels, directors and agency workers. This policy does not form part of an employee's contract of employment and we may amend it at any time.

Awareness and subsequent training on this policy, and the risk our business faces from modern slavery in its supply chain will be issued to all new staff. Our zero-tolerance approach to modern slavery must be communicated to all suppliers, contractors and business partners at the outset of our business relationship with them and reinforced as appropriate thereafter.

BREACHES

Any employee who breaches this policy will face disciplinary action, which could result in dismissal for misconduct or gross misconduct.