

ETHICS & HUMAN RIGHTS COMPLIANCE

Modern Slavery Statement

Anti-Slavery, Human Trafficking & Supply Chain Due Diligence

Modern Slavery Act 2015 Financial Year 2026/2027 GLAA Aligned

1. Policy Overview

Emerald247 operates a zero-tolerance approach to modern slavery, human trafficking, servitude, and forced or compulsory labor. Pursuant to Section 54 of the **Modern Slavery Act 2015**, this statement outlines the steps taken by Emerald247 to prevent modern slavery in our business and supply chains.

2. Our Organisational Structure & Supply Chains

Emerald247 is a premier UK multi-sector staffing provider supplying temporary and permanent personnel across Hospitality, Factory Workers, Cleaners, Teaching, CIS Construction, and Healthcare. We engage directly with candidates and clients across the United Kingdom.

3. Due Diligence & Candidate Vetting Controls

To eliminate the risk of labor exploitation and unauthorized intermediaries, we enforce strict onboarding controls:

- **Face-to-Face & Verified Video Interviews:** Every candidate is interviewed directly to confirm their identity, qualifications, and voluntary participation.
- **Direct Bank Account Verification:** Wages are paid exclusively into bank accounts in the candidate's own legal name, preventing illicit financial control by third parties.
- **Zero Recruitment Fees:** We never charge candidate registration fees, job-finding fees, documentation checks, or uniform deposits.
- **Right to Work Authentication:** Original documentation and Home Office share codes are validated by trained compliance specialists.
- **Duplicate Address & Contact Monitoring:** Our automated systems detect multiple unrelated workers sharing identical addresses, bank accounts, or phone numbers, triggering immediate safeguarding reviews.

4. Whistleblowing & Reporting Mechanism

We provide a confidential, secure whistleblowing channel for candidates, clients, and internal staff to report suspicions of worker exploitation without fear of retaliation. Reports can be submitted to compliance@emerald247.co.uk or directly to the UK Modern Slavery Helpline on **08000 121 700**.

5. Board Approval & Annual Review

This statement has been approved by the Executive Leadership Team of Emerald247 and is reviewed on an annual basis.
