

## Modern Slavery Statement

### ***Our Business***

Mainstay Recruitment Solutions LTD is a limited company operating in the recruitment sector. We provide introduction services and supply temporary workers in the Driving, Industrial, Engineering and IT sectors.

Mainstay Recruitment Solutions LTD is an independent business.

### ***Who We Work With***

All of the hirers that we work with, and all of the work-seekers we provide, are known to and identified by our staff. Some of these work-seekers operate through their own limited companies. We do not supply work-seekers to hiring companies through any intermediaries. Some of our work-seekers are supplied via other businesses who facilitate providing them to the eventual hiring company.

### ***Other Relationships***

As part of our business, we also work with the Recruitment and Employment Confederation ([www.rec.uk.com](http://www.rec.uk.com)) the professional body for the recruitment industry. Their main focus is to champion high standards in the recruitment industry. We have to abide by a code of professional practice, ethics and professional conduct.

### ***Our Policies***

Mainstay Recruitment Solutions LTD has the following policies which incorporate ethical standards for our staff. These policies help to demonstrate our commitment to acting ethically and with integrity across our sectors.

- Modern Slavery Policy
- Anti-Bribery and Corruption Policy
- Equal Opportunities and Diversity Policy
- Whistle Blowing Policy

Mainstay Recruitment Solutions LTD's policies are written by our directors based industry best practice, advice from HR professionals and legal counsel. Policies are reviewed on a regular basis in order to adapt to changes.

### ***Our Training***

Every member of our staff receives awareness-raising information around issues involving modern slavery and human trafficking, so that they can bring any concerns they have to the attention of management. As part of this, our staff are encouraged to discuss any concerns that they have. Training is refreshed regularly in line with the ever-changing recruitment and employment landscape.

This statement is made as part of Mainstay Recruitment Solutions LTD's commitment to eliminating the exploitation of people under the Modern Slavery Act 2015 (the Act). It summarises how Mainstay Recruitment Solutions LTD operates, the policies and processes in place to minimise the possibility of any problems/risks 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 1<sup>st</sup> Sept 2019 to 31<sup>st</sup> Aug 2020. It was approved by the directors, Nick Jones and Alex Williams on 22/11/2019.



Nick Jones

Managing Director