



MODERN SLAVERY STATEMENT

MTrec Limited is one of the North East's leading recruitment agencies in the manufacturing, engineering and warehouse distribution sectors. The Company operates a multi-million pound business and is the preferred supplier for many of the region's leading and largest blue chip employers and established privately owned SME's.

MTrec is committed to driving out acts of modern day slavery from within its business and that from within its supply chains. The Company acknowledges responsibility to the Modern Slavery Act 2015 and will ensure transparency within the organisation and with suppliers of goods and services to the organisation.

The policies we have in place and our anti-slavery statement reflect our commitment to:

- paying people fairly and properly for their work;
- acting ethically and with integrity in all our business relationships and
- enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our business or supply chains.

MTrec's employee handbook sets out our employment policies and procedures. It includes our expected standards of conduct, which includes anti-slavery measures as well as a whistleblowing procedure which is designed to make it easy for workers to make disclosures, without fear of retaliation.

MTrec has an exceptional track record of selecting, training and retaining their Consultants. They have all studied and gained further qualifications through the REC (Recruitment and Employment Confederation - the industry body for standards, ethics and best practice) as well as receiving on-going internal training. MTrec is Investors in People (IIP) accredited to Silver standard which recognises the Company's ability to have what it takes to lead, support and manage people well for sustainable results.

All employees and agency workers who join the business are subject to checks to ensure they are genuine applicants operating as free agents. These include verification of identity, references, evidence of qualifications and criminal checks where appropriate.

Within the supply of agency workers there are relationships with external businesses for the sourcing and placing of workers. These as well as the suppliers of services make up the supply chains of MTrec Limited. As part of the companies due diligence processes into slavery and human trafficking, we operate a supplier verification process. We give all suppliers a copy of our anti-slavery statement, request and review a copy of their statement, as well as undertaking a number of due diligence checks on them. For suppliers where there is deemed to be an additional risk of slavery or human trafficking, supplementary checks are completed. The Company will not support or deal with any business knowingly involved in slavery or human trafficking.

The Director and Senior Management Team shall take the responsibility for implementing this policy statement and its objectives and shall provide adequate resources and investment to ensure that slavery and human trafficking is not taking place within the organisation and its supply chains.

This policy statement will be reviewed annually and published.

SIGNED DATE

David Musgrave (Managing Director)