

Modern Slavery Statement 2026

This statement applies to KPI Recruiting Limited (referred to in this statement as “the Organisation”). The information included in the statement refers to the financial year 2026-2027.

The Organisation considers that modern slavery encompasses:

- human trafficking
- forced work, through mental or physical threat
- being owned or controlled by an employer through mental or physical abuse or the threat of abuse
- being dehumanised, treated as a commodity or being bought or sold as property
- being physically constrained or to have restriction placed on freedom of movement

Commitment

The Organisation acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. The Organisation understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains, predominantly suppliers of stationary, PPE and sundry items where labour are utilised to fulfil requirements. KPI does not utilise any 3rd party providers of labour, all labour sourced and supplied is done so directly.

The Organisation does not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to or by the Organisation in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. The Organisation strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in the United Kingdom and in many cases exceeds those minimums in relation to its employees.

Organisational Structure

KPI Recruiting Limited is a company operating in the UK. KPI Recruiting Limited employs 98 staff members, working throughout the UK both in office locations, on client sites and remotely. KPI Recruiting Limited is a multi-sector recruitment specialist that provides both temporary and permanent labour.

Supply Chain Structure

The Organisation operates a supplier policy and conducts due diligence on all suppliers before allowing them to become a supplier to KPI Recruiting Limited. This due diligence includes an online search to ensure that particular organisation has never been convicted of offences relating to modern slavery. Our anti-slavery policy is supplied to all suppliers and they are required to confirm that no part of their business operations contradicts this policy.

In addition to the above, as part of our contract with suppliers, we require that they confirm to us that:

1. They have taken steps to eradicate modern slavery within their business
2. They hold their own suppliers to account over modern slavery
3. They pay their employees at least the national minimum wage / national living wage (as appropriate)
4. We may terminate the contract at any time should any instances of modern slavery come to light.

Organisational Policies

The Organisation operates a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

1. Anti-slavery policy. This policy sets out the organisation's stance on modern slavery and explains how employees can identify any instances of this and where they can go for help.
2. Recruitment policy. We operate a robust recruitment policy, including conducting eligibility to work in the UK checks for all employees, to safeguard against human trafficking or individuals being forced to work against their will.
3. Whistleblowing policy. We operate a whistleblowing policy so that all employees know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals.
4. Code of conduct. This code explains the manner in which we behave as an organisation and how we expect our employees and suppliers to act.

Assessing and Managing Risk

The Organisation considers its exposure to slavery/human trafficking to be the responsibility of all its employees and has taken steps to ensure that such practices do not take place in its business or the business of any organisation that supplies goods and/or services to it. KPI Recruiting Limited provides appropriate training and awareness information at induction on the modern slavery act 2015 for all its staff, this includes informing them of the appropriate action to take if they suspect a case of modern slavery or human trafficking. Further briefings, refresher training and discussions are provided annually including any updates and additional information.

Any staff, workers or other parties are strongly encouraged to report any concerns or suspicions that they have to a director.

Monitoring and Evaluation

KPI Recruiting Limited regularly monitor risks in this area and will continue to take action to embed a zero tolerance policy towards modern slavery.

Reports surrounding these issues are taken extremely seriously by our directors, who are committed to ensuring that all investigations shall be prompt and effective. If our investigations reveal any issues we are committed to taking appropriate action including working with the appropriate organisations to improve standards and passing details to appropriate law enforcement bodies.

KPI Recruiting Limited are members of stronger together, we work collaboratively together to reduce forced labour, labour trafficking, modern slavery and other hidden third party labour exploitation of workers in supply chains.

KPI Have appointed Modern slavery champions within their organisation which work to inform, identify and coach throughout the business. They are versed in the response plan and escalation points if any cases of Modern slavery are found.

We will know the effectiveness of the steps that we are taking to ensure that slavery and/or human trafficking is not taking place within our business or supply chain if:

- No reports are received from employees, the public, or law enforcement agencies to indicate that modern slavery practices have been identified.
- Appointed MS champions within our business have not identified any cases internally throughout our labour pool and the wider supply chain.

Commitments

KPI will continue to carry out comprehensive training with all members of staff at company induction to cover the signs of Modern slavery, how to respond and escalate and their responsibilities within their roles. This training will be refreshed annually throughout the business for both operational and back office colleagues.

KPI will audit their supply chain commencing with the suppliers deemed to be at the highest risk of MS within their operation.

KPI will continue to work with clients and organisations such as Stronger Together, The Fair Work Agency and other charitable organisations or government bodies to share intelligence which indicates Modern slavery and work towards eliminating it, if found within it's supply chain.

Approval for this Statement

This statement was approved by the Board of Directors on 22 September 2026.

Signatory: *Estelle Raybon*

Position: Operations Director

Date: 02-October-2026