

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our company's slavery and human trafficking statement for financial year end December 2021 and has been approved by the Managing Director Andrew Jones.

Connect Recruit Limited recognises that modern slavery and human trafficking is a violation of fundamental human rights and is contrary to the Modern Slavery Act 2015 (the "Act"). We are committed to continually improving our practices to combat slavery and human trafficking and to encourage the same high standards from our supply chain and other business partners.

Connect Recruit is a labour provider of staffing and recruitment services to a wide range of clients covering a broad range of industry sectors. We have over 3 locations across the UK. The company annual turnover in 2021 of £3m and our registered office is in Chester. The labour force provided to our clients all live and work in the UK, we do not use overseas agents to source workers.

We have produced a slavery and trafficking risk assessment indicating our Tier 1 and Tier 2 suppliers. Tier 1 suppliers are other UK labour providers including umbrella companies which we have identified as high risk to our business, Tier 2 providers are essential service providers and suppliers of product required to run our business.

We purchase a wide range of products and services from our supply chain, including but not limited to IT hardware, software and telecommunications; vehicles; office furniture, equipment and supplies; utilities; travel services; and training services.

Our approved suppliers must comply and act in accordance with our Modern Slavery Policy and must submit a pre-qualification document, which also covers the Act.

In order to mitigate and manage our risk the following activities have been undertaken in 2021:

- Our Modern Slavery policy has been reviewed, issued and remains fit for purpose
- All new employees have attended modern slavery training and existing staff have had refresher training.
- All employees are aware of our whistle blowing helpline and have been made aware on how they can report any concerns they may have associated with Modern Slavery.
- Supply chain partners outlined above have completed our supplier questionnaire.
- Our divisions received at least one compliance audit during which pre-employment checks, including eligibility to work, work history, references and qualifications were reviewed.
- All staff working for the company have adequate references and have undertaken an annual self-declaration outlining criminal convictions and undertake a 'fit and proper' test.
- We perform weekly checks to identify where workers may be sharing bank accounts, addresses or telephone numbers as this can be an indication of Modern Slavery. Any shared details are verified with the individuals to ensure this is a voluntary arrangement.
- No breaches of Modern Slavery were reported during 2021.

Andrew Jones, Director

February 2022