

# Modern Slavery & Human Trafficking Statement



## Introduction

This Modern Slavery and Human Trafficking Statement is a response to Section 54(1), Part 6 of the Modern Slavery Act 2015 and relates to actions and activities for the financial year ending 05 April 2025.

Top Team Resources & Recruitment Ltd ('the Company', 'we', 'us' or 'our') is committed to preventing slavery and human trafficking violations in its own operations and supply chains. We have zero-tolerance towards slavery and require our supply chain to comply with our values.

## Organisational structure

Top Team Resources & Recruitment is a limited company and has business operations in the United Kingdom.

We operate in the recruitment sector. The nature of our supply chains is as follows: we are using UK based contractors from time to time.

For more information about the Company, please visit our website: <https://www.topteamrecruitment.co.uk/>.

## Policies

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner.

These include the following:

- Recruitment and selection policy - We conduct checks on all prospective workers to verify that they are eligible to work in the UK. In addition, we conduct one to one interviews to learn in what conditions our candidates live, if anyone is holding their bank cards or IDs, if they paid anyone for the vacancy they applied to, etc.
- Whistleblowing policy - We operate this policy so that workers are able to raise concerns about how staff are being treated or practices within our business or our supply chains without fear of reprisal.
- Anti-Bribery & Corruption Policy - This policy was created to ensure our business is conducted in an honest and ethical manner. Company takes a zero-tolerance approach to bribery and corruption across all of our channels.

We make sure our suppliers are aware of our policies and adhere to the same standards.

## Due Diligence

As part of our efforts to monitor and reduce the risk of slavery and human trafficking occurring in our supply chains, we have adopted the following due diligence procedures:

- Internal supplier audits.

Our due diligence procedures aim to:

- Identify and action potential risks in our business and supply chains.
- Monitor potential risks in our business and supply chains
- Reduce the risk of slavery and human trafficking occurring in our business and supply chains.
- Provide protection for whistleblowers.

## Risk and compliance

The Company has evaluated the nature and extent of its exposure to the risk of slavery and human trafficking occurring in its UK supply chain through:

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- 1 Evaluating the slavery and human trafficking risks of each new supplier and client.
- 2 Reviewing on a regular basis all aspects of the supply chain based on supply chain mapping.

We consider that we operate in a high-risk environment because we work with a diverse range of workers, temporary, migrant workers, and individuals with limited language skills. These workers may be more vulnerable to exploitation and coercion. Also, our clients are from manufacturing and logistics industries that are known to have a higher risk of modern slavery.

We do not tolerate slavery and human trafficking in our supply chains. Where there is evidence of failure to comply with our policies and procedures by any of our suppliers or clients - we will seek to terminate our relationship with them immediately.

## Effectiveness

The Company uses Key Performance Indicators (KPIs) to measure its effectiveness and ensure that slavery and human trafficking is not taking place in its business and supply chains. These KPIs are as follows:

- We will contact suppliers to enquire about their modern slavery practices every 3 months.
- We will train our staff about modern slavery issues and increase awareness within the Company.
- We will carry out a regular audit of suppliers and clients we recruit for - 100% of clients and suppliers each year.

## Training our staff

The Company requires its staff to complete training and ongoing refresher courses on slavery and human trafficking. The Company's training covers:

- How to identify the signs of slavery and human trafficking.
- What initial steps should be taken if slavery or human trafficking is suspected.
- How to escalate potential slavery or human trafficking issues to the relevant parties within the Company.
- What external help is available.

The statement was approved by the board of directors.

Ramin Sadeghi, Director  
Top Team Resources & Recruitment Ltd

Date 06/04/2024