

Modern Slavery Statement

Titan Recruitment (South) Ltd

This statement is made in accordance with Section 54(1) of the Modern Slavery Act 2015 and outlines the actions taken by Titan Recruitment (South) Ltd during the financial year to prevent modern slavery and human trafficking in our business operations and supply chains.

1. Our Commitment

At Titan Recruitment (South) Ltd, we maintain a zero-tolerance stance on modern slavery and human trafficking. We are committed to acting with integrity, promoting transparency, and upholding the highest ethical standards in all areas of our operations.

Modern slavery is a grave violation of human rights and includes slavery, servitude, forced labour, and human trafficking. We recognise our responsibility to ensure these practices are not present in our operations or those of our business partners.

2. Our Business and Supply Chains

Titan Recruitment (South) Ltd is a UK-based recruitment company operating in Logistics, Industrial & Technical sectors. We engage with a broad network of clients, suppliers, and contractors throughout the UK.

We recognise that certain industries we serve may present higher risks of labour exploitation. Accordingly, we take a proactive approach to assess and address these risks throughout our supply chains.

3. Our Policies

To safeguard against modern slavery, we have implemented a robust **Modern Slavery and Human Trafficking Policy**. This policy applies to all employees, contractors, and third-party suppliers, and includes:

- A clear commitment to ethical business conduct.
 - A prohibition on any form of forced, bonded, or trafficked labour.
 - Defined responsibilities for identifying and reporting risks.
 - Procedures for investigating and responding to concerns.
 - Ongoing review to ensure continued relevance and effectiveness.
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4. Due Diligence and Risk Assessment

We take a risk-based approach to managing modern slavery risks by:

- Conducting due diligence on all new suppliers and contractors.
- Including anti-slavery clauses in all relevant supplier and partner contracts.

- Regularly reviewing and monitoring supply chains, particularly in higher-risk sectors.
 - Working collaboratively with partners to raise standards where gaps are identified.
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5. Training and Awareness

To support our commitment, we ensure all employees receive modern slavery training as part of their induction. Refresher training and updates are provided through internal communications to reinforce awareness of:

- The signs of modern slavery.
 - How to report concerns confidentially.
 - The procedures in place to respond to reported issues.
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6. Reporting and Whistleblowing

We encourage all staff, contractors, and business partners to report any concerns about potential modern slavery. We are committed to protecting whistleblowers and ensure that any disclosures made in good faith are treated seriously and without retaliation.

7. Compliance and Enforcement

We will not tolerate breaches of our Modern Slavery Policy:

- Employees found to be in violation may face disciplinary action, including dismissal.
 - Suppliers or contractors who fail to meet our standards may have their contracts terminated immediately.
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8. Future Actions

Looking ahead, Titan Recruitment (South) Ltd is committed to enhancing our efforts to combat modern slavery by:

- Strengthening supplier engagement and transparency initiatives.
 - Reviewing and updating our policies and training programs.
 - Collaborating with industry partners to share best practices and raise awareness.
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This statement was approved by the Board of Directors and is signed on their behalf by:

Leigh Ablett

Managing Director

Date: 01 January 2025