

Anti- Slavery and Human Trafficking Policy

Policy statement

This policy applies to all persons working with CDS, including all employees on all levels. This policy goes live and comes into effect on October 2017.

CDS Recruitment Ltd prohibits the use of modern slavery and human trafficking in all our operations. Due to the fact that we are a recruitment agency, we are committed to implement systems and controls aimed at ensuring that modern slavery is not taking place within our organisation or in any of our supply chains. We also expect that our suppliers will hold their own suppliers to the same high standards.

The aim of this policy is to highlight our commitments and the importance of prohibiting the use of anti-slavery and human trafficking activities in our business operations. This is to coincide with The Modern Slavery Act 2015.

Commitments

Modern slavery and Human Trafficking

Modern slavery is a word used to incorporate slavery, servitude, forced and compulsory labour, bonded and child labour and human trafficking. Human trafficking is where a person organises or enables the travel of another person with a view of that person being exploited. Modern slavery is a crime and a violation of essential Human Rights.

Commitments

CDS expects everyone who works with us or on behalf of us to support and uphold the following measures to safeguard against modern slavery:

- We have a zero-tolerance approach to modern slavery in our organisation.
- Employees must not engage in, facilitate or fail to report any activity that might lead to, or suggest, a breach of this policy.
- We take a risk based approach to our contracting processes and keep them under review. We also evaluate whether circumstances warrant the inclusion of exclusions against the use of modern slavery and trafficking labour in our contracts with third parties.
- We are committed to engage with our stakeholders to address the risk of modern slavery in our operations.

- Consistent with our risk based approach we may require:
 - Employment and recruitment agencies and other third parties supplying workers to our organisations, including CDS supplying workers to organisations.
 - Suppliers engaging workers through a third party to obtain that third parties' agreement to adhere to the code.
- If we find that other individuals or organisations working on our behalf have breached this policy we will ensure that we take appropriate action. This may range from considering the possibility of breaches being remediated and whether that might represent the best outcome for those individuals impacted by the breach to terminating such relationships.
- Due to CDS having a website, they have a duty to publish a slavery and human trafficking statement on their website.
- Also include a link to the slavery and human trafficking statement in a prominent place on the website's homepage.

<u>Signed</u>	<u>Name/Position</u>	<u>Date</u>	<u>Review Date</u>
	Chris Sultman Head of CDS	October 2017	October 2018