

Company name:	Mainstay Recruitment Solutions LTD (“the Company”)
Policy name:	Modern Slavery Policy
Date:	17/11/2025
Version:	8

Mainstay Recruitment Solutions LTD is committed to ensuring that its staff and any workers it supplies (directly or indirectly) are not subject to behaviour or threats that may amount to modern slavery, human trafficking, forced labour, and similar human rights abuses.

1. Mainstay Recruitment Solutions LTD provides appropriate training and awareness information for all its staff.
In particular:
 - Our leadership team receive detailed training in identifying and resolving concerns.
 - All of our staff receive awareness-raising information around issues involving modern slavery and human trafficking, so that they can bring any concerns they have to the attention of management.
2. Any staff, workers or other parties are strongly encouraged to report any concerns or suspicions that they might have to Alex Williams or Tom Williams, Directors of Mainstay Recruitment Solutions LTD.
3. 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 but not limited to:
 - Working with the appropriate organisations to improve standards,
 - Passing details to appropriate law enforcement bodies.
4. We regularly monitor our risks in this area through the use of relevant key performance indicators, including:
 - The amount of time spent on audits, re-audits, spot checks, and related due diligence, and
5. As part of our efforts in this area, we publish a modern slavery statement on an annual basis.
6. We would also recommend reading this in conjunction with our other policies, including our:
 - Corporate social responsibility policy,
 - Ethical procurement policy
 - Anti-bribery / corruption policy, and
 - Whistle-blowing policy

This policy was adopted on 17/11/2025 after being agreed by our directors, Alex Williams and Tom Williams. It is to be reviewed annually.