

Tatton Recruitment Group Limited trading as Certain Advantage and Crone Corkill - Modern Slavery Statement 2024

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This statement refers to the financial year ending 31st March 2025 (and was revised and published 22nd July 2025), it details the steps taken by Tatton Recruitment Group Limited to prevent modern slavery and human trafficking in our business and supply chains throughout the financial year 2024/25.

Introduction

This statement covers the activities of Tatton Recruitment Group Limited and its trading subsidiaries, Certain Advantage and Crone Corkill. It is published in accordance with the Modern Slavery Act 2015 and outlines the actions taken by the organisation to prevent, identify and tackle modern slavery and human trafficking within our business and supply chains. We are committed to a proactive approach to tackling modern slavery and similar human rights abuses, our zero-tolerance stance on human rights violations is central to our compliance framework.

As a key participant in the supply chain for skilled labour and professionals, we recognise our responsibility to ensure individuals are treated fairly and ethically. We are members of The Association of Professional Staffing Companies (APSCO), Freelancer & Contractor Services Association (FCSA) Business Partners and we are a Stronger Together Advanced Business Partner, demonstrating our commitment to adhering to the highest industry standards.

This statement is our seventh and reflects our commitment to continuous improvement in this area.

Our Business

We are a recruitment consultancy specialising in the recruitment and placement of highly qualified candidates in contract, temporary and permanent roles across a variety of businesses including technical, IT, engineering, finance, accounting, legal and executive support. Our supply chain consists of service providers providing IT, payroll, legal and office services, alongside external suppliers of job boards, background checking services and umbrella company services.

Our Policies

We have a framework of policies and training relating to human rights and ethical standards. We have chosen to highlight the following policies to demonstrate our commitment to strengthening our work in these areas. These policies are provided to colleagues upon joining, accessible via our intranet and are regularly reviewed and communicated.

Code of Conduct

We maintain a Code of Conduct requiring all business activity to meet high moral, ethical and legal standards. We promote a culture of transparency and accountability, encouraging the reporting of any unethical behaviour or conflicts of interest. Respect, dignity and non-discrimination are expected across our workforce, clients and suppliers.

Diversity and Equality Policy

We are committed to providing fair and inclusive opportunities for all. Our Diversity and Equality Policy supports the elimination of discrimination and promotes a working environment that values diversity, fosters innovation and enables full participation and engagement across our business.

Human Rights Policy

Our Human Rights Policy upholds international standards and prohibits all forms of forced labour, child labour, discrimination and harassment. It reinforces our commitment to fair treatment, safe working conditions, freely chosen employment and transparent terms of engagement throughout our operations and supply chains.

Responsible Recruitment Policy

This policy embeds ethical labour practices across all recruitment and supply chain activity. It prohibits fee-charging to workers, ensures clarity of job terms, promotes fair pay and safe conditions and provides access to remedy. The policy is aligned with the UN Guiding Principles on Business and Human Rights.

Whistleblowing Policy

We maintain a confidential whistleblowing process that encourages colleagues to report suspected misconduct. Concerns are taken seriously, investigated appropriately and handled in a way that protects the identity and interests of those raising them.

Our Training

Modern slavery training is mandatory for all colleagues and completed annually. We reinforce this training through internal communications and resources hosted on our intranet. Recruiters also complete the Stronger Together Recruiter Compliance Principles.

Stronger Together Advanced Business Partner

We continue to be recognised as a Stronger Together Advanced Business Partner, having first attained this status in 2023. This is a multi-stakeholder initiative aimed at reducing modern slavery, particularly within labour supply chains. We participate in sector initiatives to prevent hidden labour exploitation and promote responsible recruitment.

Tackling Modern Slavery - Our Supply Chains

All suppliers receive our Modern Slavery Statement and Supplier Code of Conduct at the outset of the business relationship. We require suppliers, contractors and partners to demonstrate their commitment to preventing modern slavery and to uphold equivalent standards within their own supply chains. This is assessed as part of our onboarding and ongoing contracting processes.

Our Commitment

In the previous financial year 2024/2025 we;

- Delivered annual modern slavery training to all staff
- Maintained our Stronger Together Advanced Business Partner accreditation
- Focused on Sustainability and Ethics and obtained Eco Vadis Gold Rating
- Introduced and implemented our Responsible Recruitment Policy
- Continued issuing our Supplier Code of Conduct to new suppliers
- Maintained quarterly board-level reporting on modern slavery, compliance and training
- Identified no incidents of modern slavery or labour exploitation

Our plans for 2025/26

During the course of the financial year 2025/26, we will continue our efforts in the following areas:

- Deliver mandatory modern slavery training to all staff annually
- Promote awareness and understanding of responsible recruitment across the business and supply chain
- Maintain PSL audits and supply chain due diligence activity
- Monitor effectiveness of our Responsible Recruitment Policy and identify opportunities for improvement
- Strengthen worker engagement and grievance mechanisms in line with ethical recruitment standards

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our modern slavery statement for the financial year ending March 2024.



Matt Yeates CEO

Dated 22nd July 2025

Signed on behalf of the Board of Directors of Tatton Recruitment Group Limited trading as Certain Advantage and Crone Corkill, who have read and authorised the publication of this statement.

Further information on the prevention of modern slavery

<https://www.stronger2gether.org/>

<https://www.modernslaveryhelpline.org/>

<https://nationalcrimeagency.gov.uk/what-we-do/crime-threats/modern-slavery-and-human-trafficking>