

Anti-Slavery and Human Trafficking Statement 2026 2027

Policy Statement

Tatton Recruitment Group, including Certain Advantage, Crone Corkill, Creideas, Simply Education and Healthii People, is committed to preventing modern slavery, forced labour, human trafficking and exploitation in all areas of our business and supply chain.

We recognise that modern slavery is a violation of fundamental human rights and have a zero-tolerance approach to any form of slavery, servitude, forced labour or human trafficking.

We are committed to acting ethically, conducting business with integrity and implementing appropriate systems and controls to help identify, prevent and address the risk of modern slavery within our operations and supply chain. This policy supports our obligations under the Modern Slavery Act 2015 and reflects the principles of ethical recruitment promoted by the Recruitment and Employment Confederation (REC).

Scope

This policy applies to all employees, workers, contractors, suppliers, agency workers, consultants, business partners and any person acting on behalf of Tatton Recruitment Group.

Our Commitments

Tatton Recruitment Group is committed to:

- Operating recruitment services ethically, responsibly and in accordance with applicable legislation.
- Taking reasonable steps to identify and mitigate the risk of modern slavery within our business and supply chain.
- Promoting fair, lawful and transparent recruitment practices.
- Maintaining recruitment, onboarding and employment practices designed to safeguard workers and candidates.
- Working with suppliers and business partners who share our commitment to preventing exploitation and modern slavery.
- Providing appropriate training and awareness to support colleagues in recognising and reporting concerns.
- Encouraging the reporting of concerns without fear of retaliation or detriment.
- Reviewing our practices periodically to support continual improvement.

Responsibilities

The Board has overall responsibility for ensuring this policy is implemented and reviewed appropriately.

Managers are responsible for promoting awareness of this policy and ensuring that individuals under their supervision understand their responsibilities.

All colleagues are expected to:

- Read and comply with this policy.
- Remain alert to indicators of modern slavery or labour exploitation.
- Raise concerns promptly where they suspect exploitation may be occurring.
- Support a culture of ethical recruitment and responsible business practices.

Reporting Concerns

All individuals working for or on behalf of Tatton Recruitment Group are encouraged to report concerns relating to modern slavery, human trafficking or labour exploitation at the earliest opportunity.

Concerns may be raised through line management, the Company's Whistleblowing arrangements or any other designated reporting channel.

No individual will suffer detrimental treatment for raising a genuine concern in good faith.

Training and Awareness

Tatton Recruitment Group will provide appropriate information, training and awareness activities to help colleagues understand modern slavery risks and how concerns should be raised.

Modern slavery awareness forms part of our wider commitment to ethical recruitment, worker welfare and legal compliance.

Suppliers and Business Partners

We expect suppliers, contractors and business partners to maintain standards consistent with this policy and applicable legislation.

Where appropriate, we may seek assurance that suppliers have appropriate measures in place to prevent modern slavery and labour exploitation within their operations and supply chains.

Review

This policy will be reviewed annually, or sooner where required due to changes in legislation, business operations or identified risks.

Approval

Matt Yeates

Signed by:

Matt Yeates

Date: 4/8/2026 | 07:30 BST

Chief Executive Officer