**Modern Slavery Policy for Code IT Recruitment Limited 2024**

**Introduction**

At Code IT, we are committed to acting ethically and with integrity in all our business dealings and relationships. We implement and enforce effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains.

**Our Business**

Based in London, Code IT is an IT recruitment company specialising in placing candidates with niche IT skills into temporary, contract, and permanent roles. We have a focused team dedicated to providing quality services while adhering to the highest ethical standards.

**Our Supply Chain**

Our supply chain includes sourcing candidates and partnering with various businesses and clients in the IT sector. We expect all our suppliers and clients to adhere to the same ethical principles as we do.

**Our Policies on Slavery and Human Trafficking**

We are committed to ensuring there is no modern slavery or human trafficking in our supply chain or any part of our business. Our Modern Slavery Policy reflects our promise to act ethically and with integrity in all our business relationships.

**Due Diligence Processes for Slavery and Human Trafficking**

We have zero tolerance to slavery and human trafficking. We have systems in place to:

* Identify and assess potential risk areas in our supply chains.
* Mitigate the risk of slavery and human trafficking occurring in our supply chains.
* Monitor potential risk areas in our supply chains.
* Protect whistleblowers.

As part of our initiative to identify and mitigate risk, we take the following steps:

* All new employees are required to complete Right to Work checks as laid down by the Home Office.
* Require new suppliers to declare that they are not involved in modern slavery or human trafficking.
* Require new suppliers to confirm that they have not been subject to any investigation in connection with any offence involving slavery or human trafficking.
* Our template contract documentation contains provisions requiring our suppliers to take appropriate steps to ensure that there is no slavery or human trafficking in their supply chains.

**Training**

We provide training to our staff to ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business.

**Our Effectiveness in Combating Slavery and Human Trafficking**

We use the following key performance indicators (KPIs) to measure how effective we have been in ensuring that slavery and human trafficking is not taking place in any part of our business or supply chains:

1. **Training Completion Rates:** Measure the percentage of our employees who have completed training on modern slavery and human trafficking. We aim for a 100% completion rate to ensure all staff members are informed and vigilant.
2. **Supplier Assessments Conducted:** Track the number of supplier assessments or audits we conduct to evaluate compliance with our modern slavery standards. Our goal is to measure at least three key suppliers annually.
3. **Incident Reports and Resolutions:** Monitor the number of reported incidents related to modern slavery or unethical labour practices within our supply chain and our company. Additionally, track the resolution rate of these incidents. This KPI helps us to understand the actual occurrence of such issues and the effectiveness of response strategies.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our company's slavery and human trafficking statement for the current financial year.

Approved by: Peter Fairweather Director

Date: 6/6/24