Modern Slavery Policy
Agency 2000 Ltd T/As MEM Recruitment ("the Company")

1. MEM Recruitment is committed to eliminating modern slavery, human trafficking, forced labour, and similar human rights abuses.

2. MEM Recruitment 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.

3. MEM Recruitment provides appropriate training and awareness information for all of its staff.
   In particular:
   - Our leadership team and senior managers receive detailed training in identifying and resolving concerns around modern slavery and human trafficking, as well as other wider human rights issues.
   - 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.

4. Any staff, workers or other parties are strongly encouraged to report any concerns or suspicions that they might have to Sue Neighbour or Dan Muncey.

5. Reports surrounding these issues are taken extremely seriously by our board of directors and senior leadership team, 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.

6. We regularly monitor our risks in this area through the use of relevant key performance indicators, including:
   - The percentage of suppliers who provide their own modern slavery statements,
   - The effectiveness of enforcement against suppliers who breach policies,
   - The amount of time spent on audits, spot checks, and related due diligence,
   - The level of modern slavery training and awareness amongst our staff.

7. As part of our efforts in this area, we publish a modern slavery statement on an annual basis.

8. We would also recommend reading this in conjunction with our other policies, including our Anti-bribery / corruption policy, and This policy was adopted on 1st May 2018 after being agreed by our board of directors. It is reviewed annually

Signed by Dan McLaven, Owner



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