



# Modern Slavery and Human Trafficking Statement

## Sure Staffing (UK) Ltd

Financial Year Ending: December 2025

---

### 1. Introduction

This statement is made pursuant to Section 54 of the Modern Slavery Act 2015 and sets out the steps that Sure Staffing (UK) Ltd has taken during the financial year ending December 2025 to prevent modern slavery and human trafficking within our business operations and supply chains.

We are committed to conducting business ethically, transparently and with integrity, and to implementing effective systems and controls to safeguard against any form of modern slavery.

### 2. Our Business

Sure Staffing (UK) Ltd is a UK-based recruitment and workforce solutions provider operating across Sure Staffing, Sure Logistics, Sure Healthcare and Sure Exec Search.

We supply temporary, contract and permanent staff across logistics, industrial, healthcare and professional sectors throughout the United Kingdom. As a labour provider, we recognise the responsibility we hold in protecting vulnerable workers from exploitation.

### 3. Our Commitment

We operate a zero-tolerance approach to modern slavery and human trafficking. We are committed to:

- Ensuring transparency in recruitment and supply chain processes
- Acting ethically and with integrity in all business relationships
- Protecting vulnerable workers
- Promoting fair pay, lawful working conditions and worker welfare

### 4. Risk Assessment and Due Diligence

As a recruitment and staffing provider, risks may arise within temporary labour supply chains, third-party intermediaries, umbrella companies, and sectors reliant on migrant labour.

We mitigate risk through:

- Robust right-to-work and identity verification checks
- Direct engagement with workers wherever possible
- Clear written contracts and terms of engagement
- No recruitment fees charged to candidates
- Due diligence on clients and supply chain partners
- Contractual obligations requiring compliance with the Modern Slavery Act 2015

## 5. Industry Standards and External Commitments

Where applicable, Sure Staffing (UK) Ltd aligns its practices with recognised industry standards including:

- Gangmasters and Labour Abuse Authority (GLAA) licensing standards
- Recruitment & Employment Confederation (REC) Code of Professional Practice
- Stronger 2gether principles for tackling modern slavery in labour supply chains

We support collaborative approaches to preventing labour exploitation and encourage awareness across our workforce and clients.

## 6. Training and Awareness

Relevant staff receive guidance and training to identify signs of exploitation and understand appropriate reporting and escalation procedures. Senior management and compliance personnel receive additional training on safeguarding and labour abuse indicators.

## 7. Ongoing Commitment

We will continue to review and strengthen our internal controls, monitor high-risk areas, and improve due diligence processes to ensure ethical recruitment practices remain embedded throughout our business operations.

## 8. Approval

This statement has been approved by the Board of Directors of Sure Staffing (UK) Ltd.

Signed:

Charles Draper  
Director

Date: 10/11/20