



ANNUAL MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

**REAL RECRUITMENT PROVIDING REAL
JOBS FOR REAL PEOPLE**

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Introduction

Extra Recruitment Ltd is committed to preventing modern slavery and human trafficking in all aspects of our business and supply chain. We recognise our responsibility to conduct business ethically and with integrity, ensuring that the rights and dignity of every individual are respected.

This statement outlines the measures taken during the financial year ending 31 March 2026 to minimise the risk of modern slavery within our operations and labour supply chain. Although Extra Recruitment Ltd is not currently required to publish a statement under Section 54 of the Modern Slavery Act 2015, we choose to do so voluntarily as part of our commitment to ethical recruitment, transparency and responsible business practices.

Our Business

Extra Recruitment Ltd is a UK recruitment agency providing temporary and permanent recruitment solutions across a range of sectors, including industrial, driving, commercial and engineering. We work with clients throughout the United Kingdom, supplying suitably qualified workers while ensuring compliance with all relevant employment legislation.

As a recruitment business, we recognise that labour providers can face an increased risk of worker exploitation. We therefore maintain robust procedures to protect workers, clients and our wider supply chain.

Our Policies

We operate a number of policies that support our commitment to preventing modern slavery, including:

- Modern Slavery and Ethical Recruitment Policy
- Human Rights Policy
- Whistleblowing Policy
- Equality, Diversity and Inclusion Policy
- Recruitment and Selection Policy
- Right to Work Procedure
- Safeguarding and Vulnerable Workers Policy
- Code of Business Conduct

These policies are reviewed regularly to ensure they remain effective and reflect current legislation and best practice.

Due Diligence

Extra Recruitment Ltd has implemented procedures designed to reduce the risk of labour exploitation and ensure legal compliance throughout our recruitment processes.

During the reporting period we:

- Verified every worker's legal Right to Work in the UK before commencement of employment.
- Used digital identity verification and document validation processes where appropriate.
- Conducted face-to-face or approved identity verification checks to confirm applicant identity.
- Completed pre-employment compliance checks appropriate to each assignment.
- Ensured workers received written contracts and clear information regarding pay, working hours and statutory rights.
- Paid workers directly into their own bank accounts through compliant payroll arrangements.
- Maintained transparent recruitment practices with no recruitment fees charged to workers.
- Worked only with reputable clients and suppliers who share our commitment to ethical employment practices.

Risk Assessment

The highest potential risks within our business relate to:

- Temporary labour supply.
- Low-skilled and seasonal work.
- Workers who may be vulnerable due to language barriers or limited knowledge of UK employment rights.
- Supply chain providers operating within higher-risk sectors.

We assess these risks before supplying workers and continue to monitor compliance throughout assignments.

Training and Awareness

Our employees receive training appropriate to their role to help identify and prevent modern slavery.

Training includes:

- Recognising indicators of forced labour and labour exploitation.
- Understanding the responsibilities placed upon recruitment businesses.
- Reporting concerns appropriately.
- Ethical recruitment practices.
- Right to Work compliance.

Managers receive additional guidance on responding to concerns and escalating potential safeguarding issues.

Reporting Concerns

Extra Recruitment Ltd encourages all employees, agency workers, clients and members of the public to report any concerns relating to modern slavery or worker exploitation.

Concerns can be raised confidentially through management or via our Whistleblowing Procedure. All reports are investigated promptly and, where appropriate, referred to the relevant enforcement authorities.

Measuring Effectiveness

To monitor the effectiveness of our approach, we review:

- Completion of mandatory compliance checks before placement.
- Right to Work verification completion rates.
- Staff completion of modern slavery awareness training.
- Internal compliance audits.
- Reported safeguarding or exploitation concerns.
- Client and worker feedback.

Any findings are used to improve our policies and recruitment procedures.

Looking Ahead

During the next reporting period, Extra Recruitment Ltd will continue to strengthen its ethical recruitment practices by:

- Reviewing supplier due diligence procedures.
- Enhancing staff awareness training.
- Monitoring legislative developments and industry guidance.
- Continuing to promote safe and fair working practices for all workers.

We remain committed to working with our clients, workers and partners to help prevent modern slavery and ensure that everyone supplied by Extra Recruitment Ltd is treated fairly, legally and with respect.

Approval

This statement has been approved by the Board of Directors of Extra Recruitment Ltd and will be reviewed annually.

Signed by:

DANIEL BONE

Director

June 2026

A handwritten signature in black ink, appearing to read 'D Bone', with a large, stylized 'D' and 'B'.