



Modern Slavery Statement 2026

ARC IT Recruitment Ltd

This statement is made pursuant to **section 54 of the Modern Slavery Act 2015** and sets out the steps that ARC IT Recruitment Ltd has taken and is continuing to take to ensure that modern slavery and human trafficking are not taking place within our business or our supply chain.

Modern slavery encompasses slavery, servitude, human trafficking, and forced labour. ARC IT Recruitment Ltd has a **zero-tolerance approach** to any form of modern slavery. We are committed to acting ethically and with integrity in all our business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within our own operations or our supply chain.

1. Our Business

ARC IT Recruitment Ltd provides specialist **recruitment services** across the United Kingdom. As a professional services organisation, we recognise that while our direct operations are relatively low risk, the recruitment sector and wider supply chain can be exposed to modern slavery risks through indirect labour sourcing and service supply relationships.

2. Our Policies

We operate a number of internal policies and procedures that promote ethical and transparent conduct across the organisation. These include:

1. **Anti-Slavery Policy** – Defines our stance on modern slavery and explains how employees can identify and report concerns.
 2. **Recruitment Policy** – Ensures robust right-to-work checks for all employees to safeguard against human trafficking or forced labour.
 3. **Whistleblowing Policy** – Allows all staff to raise concerns about unethical behaviour or potential modern slavery without fear of reprisal.
 4. **Code of Business Conduct** – Sets the expected standards of behaviour for all employees, contractors, and suppliers.
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3. Our Supply Chains and Due Diligence

ARC IT Recruitment Ltd operates a supplier policy and maintains a preferred supplier list. We conduct due diligence on all new suppliers before approval. This includes checks to ensure the organisation has not been convicted of offences related to modern slavery and an expectation that they adhere to our ethical standards.

Our supplier contracts include an **anti-slavery clause** requiring confirmation that:

- They have taken steps to eradicate modern slavery within their operations;
 - They hold their own suppliers to account;
 - They pay employees at least the National Living Wage; and
 - We may terminate the contract immediately if any instance of modern slavery comes to light.
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4. Risk Assessment and Management

We assess the risk of modern slavery by reviewing the nature of our supplier relationships, the locations where we operate, and the recruitment practices used across our supply chain. Higher-risk areas, such as indirect or temporary labour suppliers, receive **enhanced due diligence** and closer engagement to ensure compliance with our ethical standards.

5. Training

We regularly provide training for all staff involved in recruitment and supply chain management. Training covers how to identify the signs of modern slavery, how to report concerns, and how to uphold our ethical sourcing principles. New starters are introduced to our anti-slavery policy during induction.

6. Performance Indicators

We monitor the effectiveness of our approach using the following measures:

- 100% of preferred suppliers to complete modern slavery due diligence before engagement.
 - Annual completion of modern slavery awareness training by all relevant employees.
 - No substantiated reports from employees, suppliers, or law enforcement indicating that modern slavery has occurred within our operations or supply chain.
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7. Looking Ahead

In 2025/26, ARC IT Recruitment Ltd will:

- Review and update supplier questionnaires to align with new UK Government guidance;
- Introduce refresher training modules for all employees; and
- Strengthen supplier monitoring to improve transparency and accountability.