



Capital Staffing Services Ltd  
Modern Slavery and Human Trafficking  
Act 2015

## Introduction

This Modern Slavery and Human Trafficking Statement relates to actions and activities during the financial year 05 April 2023 to 04 April 2024.

The statement sets down **Capital Staffing Services Ltd** commitment to preventing slavery and human trafficking in our business activities and the steps we have put in place with the aim of ensuring that there is no slavery or human trafficking in our own business and supply chains. We all have a duty to be alert to risks, however small. Staff are expected to report their concerns and management to act upon them.

## Organisational structure and supply chains

This statement covers the business activities of **Capital Staffing Services Ltd** which are as follows:

CAPITAL STAFFING SERVICES LTD UNDER COMPANY NUMBER 04257718 ON THE FRAMEWORK OF RM6161 AND CQC REGISTERED ACTS AS A RECRUITING AGENCY FOR TEMPORARY RECRUITMENT OF CLINICAL AND HEALTHCARE STAFF FOR ALL JOB ROLES AND BANDS ACROSS THE UK, APPROVED BY NHS ENG.

The Company currently operates in the following countries:

United Kingdom territories.

**Policy Statement:** Capital Group is committed to preventing modern slavery and human trafficking in all its operations and supply chains. We recognize that slavery and human trafficking are serious violations of human rights and we are dedicated to taking proactive measures to identify and mitigate any risks of such practices in our business activities.

**Compliance with Laws:** Capital Group will comply with all applicable laws and regulations related to modern slavery and human trafficking, including but not limited to the Modern Slavery Act 2015 in the UK and relevant laws in other jurisdictions where we operate.

**Risk Assessment and Due Diligence:** Capital Group will conduct risk assessments to identify and evaluate potential risks of modern slavery and human trafficking in our operations and supply chains. This may include assessing risks in our procurement processes, business relationships, and geographical locations. We will also conduct due diligence on our suppliers and contractors to ensure their compliance with anti-slavery and human trafficking laws and standards.

**Supplier Code of Conduct:** Capital Group will require our suppliers and contractors to adhere to our Supplier Code of Conduct, which includes provisions related to modern slavery and human trafficking. This may include requirements for suppliers and contractors to provide information about their labor practices, ensure fair wages and working conditions, and prohibit the use of forced or child labor.

**Training and Awareness:** Capital Group will provide training and awareness programs to our employees, particularly those involved in procurement and supply chain management, to raise awareness about modern slavery and human trafficking, and to ensure they understand their responsibilities in identifying and addressing these issues in our business activities.

**Reporting and Whistleblowing:** Capital Group encourages all employees, suppliers, and stakeholders to report any concerns or suspicions of modern slavery or human trafficking through our established reporting channels. We will investigate all reported cases promptly and take appropriate actions to address any confirmed violations. We will also protect whistleblowers from retaliation in accordance with applicable laws and our internal policies.

**Monitoring and Auditing:** Capital Group will regularly monitor and audit our operations and supply chains to assess compliance with our anti-slavery and human trafficking policies and procedures. This may include conducting site visits, inspections, and third-party audits to verify compliance and address any identified issues.

**Continuous Improvement:** Capital Group is committed to continuous improvement in our efforts to combat modern slavery and human trafficking. We will regularly review and update our policies, procedures, and practices to ensure their effectiveness and alignment with best practices in this area.

**Collaboration and Engagement:** Capital Group will collaborate with other stakeholders, including industry peers, civil society organizations, and relevant authorities, to promote responsible business practices and contribute to broader efforts to combat modern slavery and human trafficking.

**Leadership Accountability:** Capital Group's leadership team is responsible for implementing and overseeing this policy, ensuring that all employees and business partners understand and comply with our anti-slavery and human trafficking commitments. Failure to comply with this policy may result in disciplinary action,

up to and including termination of employment or termination of business relationships with suppliers or contractors.

This Anti-Slavery and Human Trafficking Policy is endorsed by Capital Group's senior leadership and will be communicated to all employees, suppliers, and stakeholders to ensure its effective implementation throughout our operations and supply chains. Capital Group is committed to upholding the principles of this policy and will regularly review and update it to ensure its effectiveness in preventing modern slavery and human trafficking.

This Modern Slavery and Human Trafficking Statement has been approved and authorised by:

Name: Gerard McHugh

Position: Chief Executive Officer

Date: 14/04/2023

Signature:

A handwritten signature in black ink, appearing to be 'G. McHugh', written over the date '14/04/2023'.

