

## **Slavery and Human Trafficking Statement for the financial Year ending December 31st 2024**

“The Company” means Berry Recruitment Group

### **Continued Statement of Intent**

As part of our culture of good governance for good business, the Company operates to a set of core values which reflect our relationships with our customers, shareholders, suppliers and team members. We adopt a behavioural value for all our business relationships, reflecting our attitude to the exploitation of individuals in any form, and more particularly the offences under the Modern Slavery Act 2015. We are committed to opposing modern slavery in all its forms and preventing it by whatever means we can. We demand the same attitude of all who work for us and expect it of all with whom we have business dealings.

### **Monitoring & Review**

During 2024 we updated our Anti-Slavery and Human Trafficking Policy. This has resulted in continued increased understanding and increased awareness across both the Company and our supply chain.

Internally, information surrounding the Act has been regularly circulated amongst all employees and continues to be a key part of our induction processes for new staff.

In addition our zero-tolerance approach to modern slavery has been communicated to all suppliers, contractors and business partners at the outset of our business relationship with them and reinforced as necessary.

As part of this policy we invite all of our key suppliers to supply their own Anti-Slavery and Human Trafficking Policies to ensure that they are aligned with our own. Responses are collated and in the case of a supplier having no policy we have included this information in our own risk assessments to determine which suppliers are more at risk of modern slavery so that efforts can be made to work with them to ensure compliance. Upon the renewal of supplier contracts we are including contractual provisions for our suppliers to confirm their adherence to our modern slavery policy.

As part of our own tender process we now include modern slavery questions and invite potential suppliers to confirm the measures taken by them to ensure that modern slavery is not occurring within their business.

### **Other actions taken in 2024**

In addition to the above, we have had no reported incidents through our confidential feedback line in 2024. This is a dedicated line for employees or any other person wishing to raise a concern. We feel that this is an important mechanism to confidentially report concerns and we intend to continue to keep this helpline operational in 2024.

As part of our continuous improvement we carry out an annual self-audit using the Stronger Together template and update our Modern Slavery Improvement plan and allocate tasks to raise awareness and take further action to prevent Modern Slavery.

In addition, we have automated two processes to check for multiple workers at the same address and multiple workers giving the same next of kin.

This statement was approved by the Company’s Board of Directors on 26/01/2025

Signed:



Name and Title: Chris Chown Director

Date: 01/02/2025

Review Date: 01/02/2026