

## Safer Recruitment Statement – Modern Slavery

This statement is an addendum to TTC Groups Modern Slavery Policy and Recruitment Policy and is published inline with section 54(1) of the Modern Slavery Act 2015.

TTC Group is an equal opportunities employer, committed to creating and ensuring a non-discriminatory, respectful workplace for all of our staff, contractors, visitors and clients and is evidenced by our ongoing commitment to hold accreditations as a Government Disability Confident Committed employer as well as a Investors in People organisation.

Our recruitment and selection processes are designed to ensure that all prospective employees and contractors safeguard our workforce from any abuse or coercion as outlined in our Modern Slavery Policy. TTC Group is committed to acting ethically and with integrity and transparency in all of our interactions with prospective employees, new employees and existing employees at all stages of the recruitment and selection processes.

To ensure this, we have put a number of effective systems and control measures in place to safeguard against any form of modern slavery taking place within the business or in our supply chain as outlined in our Recruitment Policy, in particular stages in relation to 'Referees' and 'Making Appointments' where designated and CIPD qualified employees complete Right To Work in the UK checks that are verified by our UK Government approved Identity Service Provider, take employment and character references as per our Safeguarding Policy and complete Non Police Personnel Vetting (Level 2 or above) for all employees relevant to their role.

In addition, we commit to the following for our recruitment and selection stages:

- Providing designated Managers responsible for recruitment activities modern slavery and ethical recruitment training through our approved learning and development systems and ensuring these activities are only completed by trusted and competent staff members.
- Ensuring interviewing managers are aware of third-party labour exploitation and signs to be aware of that someone could be subjected to this as defined by reputable organisations such as Anti-Slavery.org
- Adopt a proactive approach to reporting suspicions of modern slavery and hidden worker exploitation to appropriate bodies such as the Police or Gangmasters and Labour Abuse Authority and continue to embed a zero tolerance policy towards modern slavery
- Provide information on tackling hidden labour exploitation to our workforce through our learning and development systems and other formats such as webinars.
- Checking bank details for all employees and contractors and querying any anomalies in a friendly manner to understand any risks.
- Ensuring any third parties/supply chains that TTC engage with to support recruitment and selection activities such as Recruitment Agencies, Applicant Tracking Systems etc hold and maintain the same standards as our Modern Slavery Policy.

We aim to create a positive recruitment and workplace environment that encourages our workforce and any potential employees and contractors to report any potential exploitation and have a robust Whistleblowing Policy, providing a safe and legally protected avenue to investigate any concerns and act accordingly.

This statement has been approved by TTC's Executive Team and will be reviewed annually and updated as necessary.

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