



## **MODERN SLAVERY AND HUMAN TRAFFICKING POLICY** **Campbell & Fletcher Recruitment (“CFR”)**

### **1. Our Commitment**

Campbell & Fletcher Recruitment (“CFR”) is committed to conducting business ethically, transparently, and with integrity. We have a zero-tolerance approach to modern slavery, human trafficking, forced labour, and any form of human rights abuse.

We are committed to ensuring that our staff, candidates, and any workers we supply—directly or indirectly—are treated with dignity and are not subject to exploitation or coercion of any kind.

This policy is made in accordance with the requirements of the Modern Slavery Act 2015.

### **2. Our Business**

CFR is a specialist financial services recruitment consultancy, supplying experienced professionals into banks, building societies, and wider financial institutions.

Given the nature of our work, we recognise that while the risk of modern slavery within our direct operations is low, there remains a responsibility to remain vigilant across our wider supply chain and business relationships.

### **3. Our Approach**

We are committed to acting responsibly in all our business dealings and expect the same standards from those we work with.

To manage and mitigate risk, we:

- Carry out appropriate due diligence on clients and suppliers before engagement
- Regularly review our supply chain to identify and assess any potential risks
- Remain alert to indicators of modern slavery within recruitment and placement activities
- Work with reputable organisations that share our ethical standards

### **4. Reporting Concerns**

All staff have a responsibility to be aware of and report any concerns relating to modern slavery or human trafficking.

Any concerns should be raised directly with the Director. All reports will be treated seriously, handled sensitively, and investigated appropriately.

CFR is committed to ensuring that no individual suffers any detrimental treatment as a result of reporting concerns in good faith.

### **5. Training and Awareness**

To ensure a high level of understanding of the risks of modern slavery and human trafficking:

- This policy is included within our Employee Handbook
- All staff receive awareness training as part of their induction
- Ongoing awareness is maintained through regular communication and updates where appropriate



**6. Responsibility and Governance**

Overall responsibility for this policy sits with the Director of CFR, who is responsible for:

- Ensuring the policy is implemented effectively
- Monitoring its ongoing suitability
- Reviewing and updating the policy on at least an annual basis

**7. Ongoing Commitment**

While CFR has not identified any significant risks of modern slavery within its operations to date, we remain committed to maintaining vigilance and continuously improving our processes.

We recognise that tackling modern slavery is an ongoing responsibility and will continue to take appropriate steps to ensure our business and supply chains remain free from exploitation.

This statement is reviewed annually and approved by the Director of Campbell & Fletcher Recruitment.