GR Employment Limited
Modern Slavery Statement

Organization

This statement applies to GR Employment Limited. The information included in the statement refers to the financial year :November 2026 / 2027

Organizational Structure

GR Employment Limited is a limited liability private company, operating from a single office location in Northamptonshire and is led by a Managing Director with twelve permanent employees and 150 plus temporary workers who are placed on assignment at client sites across the UK.

The main activity of the Company is to provide temporary workers in response to client demand to carry out assignments for short term periods for roles in areas including but not limited to: Warehousing, Manufacturing, Driving and Admin/Office. Demand for the Company services operate steadily throughout the year however, demand is high throughout the seasonal/festive period. Due to operation throughout the year.

The labor supplied to GR Employment Limited in pursuance of its operation is carried out in the United Kingdom only; mainly,

Definitions

GR Employment Ltd considers that modern slavery encompasses:

- Human trafficking
- Forced work, through mental or physical threat
- Being owned or controlled by an employer through mental or physical abuse of the threat of abuse
- Being dehumanized, treated as a commodity or being bought or sold as property
- Being physically constrained or having restriction placed on freedom of movement

Commitment

GR Employment Limited acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. GR Employment Limited understands that this requires an ongoing review of both its internal practices in relation to its labor force.

GR Employment Limited does not enter business with any other organization, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory Labor.

No labor provided to GR Employment Limited in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. The organization strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in the United Kingdom.

Potential Exposure

The sectors believed to be most affected by slavery and human trafficking are construction, agriculture, textile, security, and food processing and packaging. Therefore, the Company considers its main exposure to the risk of slavery and human trafficking to exist in much of GR Employment Limited's core business.

In general, GR Employment Limited considers its exposure to slavery/human trafficking to be relatively high. Nonetheless, it has taken steps to ensure that such practices do not take place in its business nor the business of any organization that supplies goods and/or services to it.

Steps

GR Employment Limited carries out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in its organization, including conducting a review of the controls of its suppliers.

GR Employment Limited has not, to its knowledge, conducted any business with another organization which has been found to have involved itself with modern slavery.

Procedures

GR Employment Limited has set the following procedures that contribute to ensuring that modern slavery is not taking place at GR Employment Limited.

- Right to Work checks are made for all registered workers and employees
- Employment contracts are provided to all employees and agency worker contract for services are provided to all workers
- Pay is set in accordance with the minimum rates set by the UK government
- Workers and employee payments are made directly to the worker/employee bank account unless express written permission and reasons are provided to make payment to another account and signed off by a member of the management team

- Workers and employees are assigned roles whereby we closely monitor time spent and in accordance with Working Time Regulations 1998
- Workers and employees are assigned to roles whereby the hiring organization has been assessed to identify satisfactory compliance with HSE regulations and a sound working environment
- Client site visits are made regularly to monitor working environments
- All employees are provided with training and are obligated to familiarize themselves with our procedures to help identify and prevent modern slavery and to operate in such a manner to prevent the incidence of modern slavery

Slavery Compliance Officer

GR Employment Limited has a Slavery Compliance Officer, to whom all concerns regarding modern slavery should be addressed, and who will then undertake relevant action with regard to GR Employment Limited obligations in this regard.

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2010 and will be reviewed each financial year.

SIGNATURE:

NAME **Faye Durman – General manager**

DATE: **07.10.26**