

**Creative Recruitment Limited**

**Modern Slavery and Human Trafficking Policy**

**Introduction**

This statement sets out Creative Recruitment Limited’s actions to understand all potential modern slavery risks related to our business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in our own business and its supply chains. This statement relates to actions and activities during the financial year 1 April 2016 to 31 March 2017.

As part of recruitment and staffing industry we recognise that we have a responsibility to take a robust approach to slavery and human trafficking.

Creative Recruitment is absolutely committed to preventing slavery and human trafficking in its corporate activities, and to ensuring that its supply chains are free from slavery and human trafficking.

**Organisational Structure**

This statement covers the activities of Creative Recruitment are part of McGregor Boyall Associates Ltd. Creative Recruitment Limited is a privately owned employment business and consultancy providing permanent and contract / interim freelance professionals to a wide range of Creative, Design, Advertising clients across a variety of disciplines; such as Digital, Design, Advertising etc.

To support us in our business activities we use a range of suppliers for advertising and candidate sourcing, as well as standard business suppliers such as stationery and technology providers.

Creative Recruitment currently provides recruitment and consultancy services in the following regions:

* UK and Europe

**Supply Chains and Clients**

Creative Recruitment recognises that some of the sectors in which its clients operate may be more susceptible to human trafficking and slavery than others, but Creative Recruitment is committed to driving high standards across all of our supply chains, irrespective of sector. We believe that, in conjunction with the rigorous policies implemented by our clients, we can drive out any aspects of human trafficking and slavery from ours and our clients’ supply chains.

Creative Recruitment places overriding importance on working only with suppliers and clients who place equal importance on their obligations towards eliminating modern slavery that Creative Recruitment does. Creative Recruitment will not work with any organisation that is unable to demonstrate an equal commitment to this subject, irrespective of any statutory obligation to do so.

Where Creative Recruitment is engaged as a first or second tier supplier we audit such organisations against legislative compliance, including compliance with the Modern Slavery Act, and identifies any legislative non-compliance to its clients. Creative Recruitment as an independent Compliance and Pre-employment Screening Team and are required verify a worker’s right to work in the relevant country before we can supply their services to clients.

**Training and Review**

Creative Recruitment has a modern slavery policy with guidance for employees on factors which could indicate that a worker may be subject to undue influence. Employees are actively encouraged to report any suspicious activity or circumstances to the Modern Slavery Helpline on 0800 0121 0700. Creative Recruitment Leadership Team believe that driving out slavery in any form from its supply chains is fundamental and central to the aims and values of Creative Recruitment. Accordingly the Creative Recruitment Leadership Team has approved this statement and Creative Recruitment’s Modern Slavery and Human Trafficking Policy. This Statement and the accompanying Modern Slavery and Human Trafficking Policy will be reviewed annually, unless there is a requirement to review it more frequently.

Signed:

Diane Scally  
Director  
Creative Recruitment Limited