

Modern Slavery and Human Trafficking Statement

Voluntary statement made in the spirit of section 54 of the Modern Slavery Act 2015

Organisation	SCL Recruitment Ltd
Company number	16438483
Financial year covered	1 April 2025 to 31 March 2026
Approved by	Robert Pegg, Director
Publication date	10 August 2026
Review date	10 August 2027
Version	1.0

1. Basis of this statement

Section 54 of the Modern Slavery Act 2015 requires commercial organisations with an annual turnover of £36 million or more to publish an annual slavery and human trafficking statement. SCL Recruitment Ltd is below that threshold and is not legally required to publish one.

We publish this statement voluntarily. We place people into logistics, warehousing, transport and supply chain operations. Those are sectors where labour exploitation is a known and documented risk. A business that recruits into them and says nothing about modern slavery is making a choice, and it is the wrong one.

2. Our business

SCL Recruitment Ltd is a specialist permanent recruitment business incorporated in England and Wales in May 2025, with its registered office in Pontefract, West Yorkshire. We source and place candidates into logistics, supply chain and operations roles, from warehouse and transport operations through to director level.

We operate a permanent placement model. We introduce candidates to client businesses who then employ them directly. We are not an employment business and we do not supply temporary or agency labour, engage workers through umbrella arrangements, or act as a labour provider. We do not operate in any sector requiring a licence from the Gangmasters and Labour Abuse Authority.

The distinction matters. The most severe documented cases of labour exploitation in UK logistics have involved layered labour supply chains where the ultimate employer has no direct relationship with the worker. Our model places the worker in a direct employment relationship with the client, and we deal with every candidate ourselves.

3. Our supply chain

Our own supply chain is short. It consists of professional services, software and data providers, job boards and advertising platforms, and occasional associate consultants. We hold no inventory, commission no manufacturing and use no outsourced labour offshore.

The material risk in our operation is not in what we buy. It is in the people we introduce and the businesses we introduce them to. Our due diligence is weighted accordingly.

4. Risk assessment

We have assessed the following as the principal modern slavery risks connected to our activity.

Risk area	Assessment and control
Candidate identity and document fraud	A controlled or trafficked individual may be presented using another person's documents, or with documents supplied by a third party. We verify identity and right to work documentation directly with the candidate and check that documents belong to the person in front of us.
Third party control of a candidate	We deal with candidates directly. Where an introduction, application or communication is being routed through a third party who appears to be controlling the candidate, we treat that as a warning sign and address it before proceeding.
Bank details shared across candidates	Multiple candidates presenting the same bank account, address or contact number is a recognised indicator of controlled labour. Where we hold this information we check for duplication.
Charging fees to work seekers	Charging a candidate for finding them work is prohibited under the Conduct of Employment Agencies and Employment Businesses Regulations 2003 and is a common mechanism of debt bondage. We charge candidates nothing, at any stage, for any reason.
Client labour practices	We take reasonable steps to satisfy ourselves that a client operates lawfully before placing a candidate with them. Where we become aware of practices that concern us we will not place, and we will report where appropriate.
Overseas and sponsored candidates	Candidates recruited from overseas are at elevated risk of exploitation through recruitment debt and visa dependency. Where we are involved in such placements we confirm that the client holds a valid sponsor licence and that no recruitment fee has been charged to the candidate by any party.

5. Policies and due diligence

The following are applied to every assignment.

- Right to work verification. Documents are checked in line with the Immigration, Asylum and Nationality Act 2006 and Home Office guidance, using the online checking service where the candidate holds a share code.
- Direct candidate contact. Every candidate speaks to us directly before submission. We do not accept candidates introduced by unverified third parties.
- No fees to candidates. Under any circumstances.

- Terms of business. Our client terms confirm the basis of introduction and the expectation that the client employs the candidate directly and lawfully.
- Record keeping. Candidate and client records are held securely in our CRM in line with the Data Protection Act 2018 and UK GDPR, and are retained only as long as necessary.
- Escalation. Any suspected case is escalated to the Director immediately and, where there is reasonable suspicion of an offence, reported to the appropriate authority.

6. Awareness and training

The Director has read the Home Office statutory guidance on modern slavery indicators and applies it in day to day screening. Any associate or employee working on SCL assignments is briefed on the indicators set out in section 4 of this statement before they have candidate contact.

This is proportionate to a business of our size. As we add consultants we will move to formal recorded training and will say so in a future version of this statement rather than overstate what we do now.

7. Raising a concern

Anyone who suspects modern slavery or human trafficking in connection with our business, our candidates or our clients should contact the Director directly at info@sclrecruitment.co.uk or on 07500 475477.

Concerns can also be raised independently and confidentially with the Modern Slavery and Exploitation Helpline on 08000 121 700, with the Gangmasters and Labour Abuse Authority, or with the police. Where there is an immediate risk to a person, call 999.

No one who raises a concern in good faith will be disadvantaged for doing so.

8. Effectiveness and next steps

As this is our first statement we have no prior year to measure against. For the coming year we will track and report on:

- The number of right to work checks completed and any that failed verification.
- Any concerns raised, and how each was resolved.
- Any assignment declined or withdrawn from on modern slavery grounds.

This statement is reviewed and republished annually.

9. Approval

This statement was approved by the Director of SCL Recruitment Ltd, who is the sole director and the governing body of the company for these purposes.

Signed	
Name	Robert Pegg
Position	Director, SCL Recruitment Ltd
Date	10 August 2026