



## ***Ethical Trading Policy - Manstaff Ltd***

Last Updated: January 02, 2025

### **Building Trust Through Ethical Recruitment: Our Commitment**

In the heart of Derby, where tradition meets innovation, Manstaff Ltd has established a foundation built on ethical recruitment principles. Our journey in manufacturing recruitment is guided by an unwavering commitment to integrity, transparency, and fair business practices.

### **The Essence of Our Service**

Every individual we place in employment tells a story of responsible trading. Our recruitment practices demonstrate that ethical trading isn't just about placements – it's about building lasting relationships based on trust and mutual respect.

### **Our Ethical Trading Principles in Action**

When coordinating the placement of skilled workers in UK manufacturing, each decision is filtered through our ethical lens. Our comprehensive insurance coverage reflects our commitment to secure and responsible trading. We ensure every recruitment process adheres to the highest ethical standards.

### **Service Excellence**

Our multilingual capabilities in English, Italian, and Romanian aren't just about communication – they're about creating understanding and ensuring transparency in our recruitment operations. Our 24/7 support system ensures that questions never go unanswered and concerns are addressed promptly.

### **Partnership Integrity**

We've built our reputation on the careful selection of clients who share our ethical vision. Every partner in our network undergoes rigorous vetting. We don't just check boxes; we build relationships with organizations who demonstrate:

- Fair labour practices
- Equal opportunities
- Quality working conditions
- Legal compliance
- Transparent terms
- Ethical employment practices



### Fair Pricing and Transparency

Our pricing structure reflects our commitment to fairness. We believe in sustainable margins that support quality service while ensuring value for our clients. Every quote for recruitment services is transparent and justified, with no hidden costs or unexpected surprises.

### Worker Rights and Welfare

In our recruitment operations, we ensure:

- Fair compensation aligned with industry standards
- Safe working conditions
- Equal opportunities for all candidates
- Clear communication of terms and conditions
- Support for professional development
- Protection of worker rights

### Quality Assurance and Standards

Our commitment to quality is unwavering. In recruitment placements, we maintain rigorous standards that exceed industry requirements. Our partnerships with clients are carefully managed to ensure compliance and reliability.

### Documentation and Compliance

We maintain comprehensive documentation for all placements, ensuring:

- Clear audit trails
- Transparent terms of engagement
- Accurate candidate records
- Detailed recruitment documentation
- Compliant employment practices

### Professional Responsibility

Our ethical trading practices extend to professional integrity. We optimize recruitment processes, maintain candidate confidentiality, and work with clients who demonstrate ethical employment practices. From our Derby headquarters, we coordinate operations that respect both people and professional standards.

### Continuous Improvement

We regularly review and enhance our ethical trading practices through:

- Stakeholder feedback
- Market research
- Industry best practices
- Regular client reviews
- Team training and development



## Building Future Trust

Looking ahead, we continue to strengthen our ethical recruitment framework. We invest in relationships with clients who share our values, always seeking ways to improve our practices and impact. Our managing director, Nick Calin, leads by example, ensuring that ethical considerations guide every business decision.

## Commitment to Excellence

From our base in Derby, we're building a legacy of ethical recruitment that extends across the UK manufacturing sector. Our commitment to ethical practices remains constant. Our door at 370 Osmaston Park Road, Derby, DE24 8FB is always open to those who share our vision of responsible and ethical recruitment.

This policy isn't just a document – it's our promise to conduct business in a way that benefits all stakeholders while supporting our communities. Through ethical recruitment practices, we're not just building a business; we're building a better future for manufacturing employment.