



Modern Slavery Policy - Manstaff Ltd

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Standing Against Modern Slavery: Our Unwavering Commitment

From our base at 370 Osmaston Park Road in Derby, Manstaff Ltd recognizes our crucial role in combating modern slavery and human trafficking. Under the leadership of Nick Calin, we've positioned ourselves as specialists in manufacturing recruitment, where our commitment to human dignity is paramount.

Our Understanding and Responsibility

The manufacturing recruitment sector presents unique challenges in preventing modern slavery. As recruitment specialists, we stand at a critical intersection where vigilance isn't just important – it's essential. Our role in connecting talent with manufacturing opportunities comes with a deep responsibility to prevent exploitation in all its forms.

Beyond Compliance: Our Active Approach

Our commitment extends beyond mere legal compliance with the Modern Slavery Act. Each step in our recruitment and placement process is carefully designed to prevent exploitation. Our multilingual support in English, Italian, and Romanian ensures every candidate can voice concerns and access help in their preferred language.

Our Protective Framework

Through comprehensive vetting processes, we ensure every placement adheres to strict anti-slavery protocols. Our recruitment operations are backed by appropriate insurance coverage, demonstrating our commitment to responsible business practices and candidate protection.

Prevention Through Vigilance

We've implemented a multi-layered approach to preventing modern slavery:

In Our Recruitment Practices:

- Thorough candidate background verification
- Meticulous right-to-work verification
- Direct candidate relationships
- Transparent payment practices
- 24/7 multilingual support system
- Regular workplace assessments
- Detailed employment contract reviews

Training and Awareness

Our recruitment team receives regular training to recognize signs of modern slavery. From our placement specialists to our support staff, everyone understands their role in preventing exploitation.



Supporting Vulnerable Candidates

We understand that job seekers can be particularly vulnerable to exploitation. Our comprehensive support system includes:

- Clear contracts in candidates' native languages
- Direct payment systems
- Regular welfare checks
- Access to confidential reporting channels
- Ongoing post-placement support

Partnership Approach

From our Derby headquarters, we work closely with:

- Law enforcement agencies
- Industry bodies
- Anti-slavery organizations
- Local support services
- Other ethical recruitment agencies

Reporting and Response

We maintain clear protocols for reporting concerns:

- Confidential reporting channels
- Protected whistleblowing procedures
- Swift investigation processes
- Support for affected individuals
- Cooperation with authorities

Our Promise

From our base at DE24 8FB, we commit to:

- Never knowingly engage with entities involved in modern slavery
- Maintain transparency in our recruitment operations
- Support candidates in exercising their rights
- Report suspected cases to appropriate authorities
- Continue strengthening our preventive measures

Looking Forward

As we continue to grow our services in manufacturing recruitment, our commitment to preventing modern slavery remains absolute. We invite our partners, clients, and candidates to join us in this crucial fight against modern slavery and human trafficking.

This isn't just a policy – it's our pledge to protect human dignity in every aspect of our recruitment operations.

Contact Information:

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This policy is reviewed annually or when significant business changes occur.

Signed,
Nick Calin
Managing Director