



Modern Slavery Statement Manstaff Ltd ***Year 2025***

Last Updated: January 02, 2025

Our Journey and Commitment

In the dynamic landscape of manufacturing recruitment, Manstaff Ltd stands as a beacon of ethical practice and human dignity. From our headquarters in Derby, we've built our reputation on connecting talent with opportunity while ensuring every individual in our ecosystem is treated with respect and dignity.

Our Business Focus

Manstaff Ltd has evolved to become a specialist recruitment organization. We operate at the intersection of human capital and manufacturing excellence, providing:

- Specialist recruitment services for the manufacturing sector
- Multilingual support services in English, Italian, and Romanian
- Comprehensive relocation assistance within the UK
- Candidate support solutions

This position gives us both the opportunity and responsibility to combat modern slavery within the manufacturing recruitment sector.

Our Recruitment Ecosystem

Our network represents carefully managed relationships spanning:

Recruitment Partners:

- Skills assessment partners
- Training providers
- Compliance verification specialists
- Accommodation partners for relocation services
- Professional certification bodies
- Industry training providers

Enhanced Due Diligence Framework

Our approach to due diligence reflects the complexity of modern recruitment operations:

Candidate Protection:

- Comprehensive background verification
- Regular workplace audits
- Ethical practice verification
- Modern slavery risk assessment
- Cultural sensitivity checks

Recruitment Safeguards:

- Enhanced right to work checks
- Skills and qualification verification
- Workplace condition assessments
- Regular worker welfare checks
- Multilingual support services



Risk Management Strategy

We've developed a sophisticated risk assessment matrix focusing on:

High-Priority Areas:

- UK-based recruitment operations
- Candidate welfare
- Workplace conditions
- Employment terms and conditions
- Worker rights protection

Mitigation Measures:

- Regular risk assessments
- Proactive monitoring systems
- Candidate feedback mechanisms
- Anonymous reporting channels
- Stakeholder engagement programs

Training and Development Initiative

Our comprehensive training program includes:

Core Training:

- Modern slavery awareness
- Cultural sensitivity
- Ethical recruitment practices
- Employment rights
- Worker responsibilities

Specialized Modules:

- Risk identification in manufacturing recruitment
- Cultural awareness in recruitment
- Ethical employment practices
- Whistleblowing procedures
- Worker welfare protection

Effectiveness Measurement

We measure our impact through:

Quantitative Metrics:

- Workplace assessment completion rates
- Training participation levels
- Incident reporting statistics
- Resolution timeframes
- Employment compliance scores

Qualitative Assessments:

- Candidate satisfaction surveys
- Client feedback analysis
- Stakeholder consultations
- Case study reviews
- Best practice sharing



Future Commitments

For 2025-2026, we commit to:

Enhanced Monitoring:

- Implementation of advanced candidate protection systems
- Enhanced worker feedback mechanisms
- Expanded workplace assessment programs
- Increased stakeholder engagement
- Improved reporting mechanisms

Partnership Development:

- Collaboration with anti-slavery organizations
- Industry working groups participation
- Knowledge sharing initiatives
- Community engagement programs
- Cross-sector partnerships

Declaration

This statement represents our unwavering commitment to combating modern slavery in all its forms. It has been approved by our Board of Directors and reflects our dedication to maintaining the highest ethical standards in recruitment.

Signed:

Nick Calin Managing Director

Manstaff Ltd

Date: 2nd January 2025