

# MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

## Introduction

This statement sets out Ellis Recruitment Group's actions to understand all potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its own business and its supply chains. This statement relates to actions and activities during the financial year 1<sup>st</sup> April 2025 to 31<sup>st</sup> March 2026.

Ellis Recruitment Group acts only within the IT recruitment industry, and we recognise that we have a responsibility to take a robust approach to slavery and human trafficking, and we take our responsibility very seriously by ensuring that we have procedures and policies in place.

Our organisation 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.

## Ellis Recruitment Group

Ellis Recruitment Group is a niche IT recruitment consultancy, comprising of specialist brands which provide niche IT resource solutions on both a permanent and contract basis to clients globally.

We primarily operate in the following IT technology markets:

- Oracle
- SAP
- Microsoft Dynamics
- Salesforce
- DevOps's
- Java

Our supply chains include (but are not limited to) sourcing independent candidates for clients, which may include the introduction of candidates to third party companies for supply to our clients,

## Our policies

Ellis Recruitment Group is committed to ensuring that modern slavery and human trafficking does not take place in our business or supply chains.

Our policy and company values reflect our commitment to ensuring that we have effective and robust procedures in place ensure that no slavery or human trafficking takes part in area of our business.

We expect our suppliers to comply with our Anti-slavery policy, or to have their own policies in place, which adhere to the modern slavery act.

Any contractors supplied to clients, must adhere to the modern salary act as referenced in the contract supplied.

## Training

To ensure compliance and understanding of the risks of modern slavery and human trafficking, in our business and supply chains, we provide training to all our employees alongside supporting policies and our company values.

## Due Diligence

Prior to any candidate to undertake any activity with a client, we perform robust compliance checks not limited to right to work checks or additional check as requested by the client, for example security clearance, DBS, referencing.

All employees of Ellis Recruitment Group have access to specific means to raise concerns, either through line management, HR, and our whistleblowing policy, confidentiality, without fear of retaliation. We continue to review the practices to ensure that they are compliant with the modern slavery act.

This statement is made on behalf of Ellis Recruitment Group pursuant to section 54(1) of the Modern Slavery Act 2015 ("The MSA") and comprises our slavery and human trafficking statement for the financial year 2025.

Director's signature:



Ian Weideman