

# James Webber Recruitment Ltd

## Modern Slavery and Human Trafficking Statement

Financial Year Ending: 2026

### Introduction

This statement is made pursuant to Section 54 of the Modern Slavery Act 2015 and sets out the steps that James Webber Recruitment Ltd has taken to ensure that modern slavery and human trafficking are not taking place in our business or supply chains.

### Our Business

James Webber Recruitment Ltd is a UK-based specialist hospitality recruitment consultancy, providing permanent and interim recruitment solutions across hotel, leisure and hospitality sectors throughout the UK and internationally.

As a recruitment business, our operations primarily involve the sourcing, screening and placement of candidates into client organisations. While our direct supply chain risk is considered relatively low, we recognise that recruitment businesses can be exposed to risks associated with worker exploitation and labour supply.

### Our Commitment

We are committed to acting ethically and with integrity in all our business dealings and relationships. We have zero tolerance for slavery and human trafficking and are committed to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our business or supply chains.

### Policies and Controls

- Ethical Recruitment Policy – Ensuring all candidates are legally entitled to work and are placed in roles free from coercion or exploitation.
- Supplier Due Diligence – We work only with reputable clients and suppliers and conduct appropriate checks where necessary.
- Right to Work Compliance – All candidates are subject to right-to-work verification in accordance with UK legislation.
- Whistleblowing Procedure – Employees and stakeholders can raise concerns confidentially.
- Equal Opportunities Policy – Promoting fair and transparent recruitment practices.

### Risk Assessment and Due Diligence

Our primary risk areas relate to temporary or labour supply arrangements, candidate right-to-work verification and client organisations operating in sectors where labour exploitation risk may exist.

We mitigate these risks by verifying documentation, engaging with legitimate client organisations, and maintaining clear contractual agreements.

## **Monitoring and Effectiveness**

We assess the effectiveness of our modern slavery controls through ongoing review of recruitment compliance procedures, monitoring right-to-work verification processes, reviewing supplier and client relationships, and senior management oversight.

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### **Approved by:**

James Webber

Director

James Webber Recruitment Ltd

Date: 03 March 2026