

Modern Slavery and Human Trafficking Statement

INTRODUCTION

Tenth Revolution Group (a trading name consisting of Frank Recruitment Group and other UK legal entities), herein “**TRG**” are proud of the steps we have taken to ensure slavery and human trafficking both within our own business and our supply chains are prevented.

Although we operate solely in IT recruitment which is not a high risk sector we remain committed to ensuring that our policies and procedures are strong and that any potential risk is eradicated.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 (“Act”) and sets out the steps TRG have taken and is continuing to take to ensure that no modern slavery or human trafficking is taking place within our business or supply chains.

ORGANISATION’S STRUCTURE

TRG is an award winning, multi-brand specialist global recruitment firm delivering permanent and freelance niche technology experts to vendor channel partners, SME and Enterprise organisations across the globe.

OUR BUSINESS

Our business consists of IT recruitment specifically across the following technologies:

- Microsoft Dynamics and Stack;
- Salesforce;
- NetSuite;
- ERP, ServiceNow;
- Java, web, mobile; and
- Big Data and SAS

OUR SUPPLY CHAINS

Our supply chains include sourcing independent contractors for clients as well as internal suppliers relating to facilities, business support and IT infrastructure.

OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Anti-Slavery and Human Trafficking Policy reflects our commitment to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

We expect our suppliers to comply with our Anti-Slavery Policy which includes references to the Act and we expect that some of our suppliers and clients to have their own policies in place (where the Act applies to them).

In addition to compliance with our Policy we ensure adherence to the modern slavery legislation by our contractors with a contractual statement within our terms of business along with an indemnity.

We have implemented a Whistleblowing Policy to further mitigate the risk of modern slavery.

TRAINING

We provide training to all our staff to ensure they understand the risks of modern slavery and human trafficking. This includes:

- Awareness on modern slavery and human trafficking;
- Specific training for recruitment staff on identifying and reporting potential cases.

DUE DILIGENCE PROCESSES

We carry out compliance checks on all of our independent contractors before allowing them to commence an assignment with one of our clients.

Under the Whistleblowing Policy all employees have a process by which they can report any suspected wrongdoing and are protected by confidentiality and fear of retaliation if made in good faith.

This statement is made for the financial year ending 30 November 2024.



James-Lloyd Townshend
Tenth Revolution Group