

**Modern Slavery Policy**

1. Maloy & Flynn Recruitment Ltd is committed to eliminating modern slavery, human trafficking, forced labour, and similar human rights abuses.
2. Maloy & Flynn Recruitment Ltd is committed to ensuring that its staff and any workers it supplies (directly or indirectly) are not subject to behaviour or threats that may amount to modern slavery, human trafficking, forced labour, and similar human rights abuses.
3. Maloy & Flynn Recruitment Ltd provides appropriate awareness information for all of its staff. In particular, all of our staff receive awareness-raising information around issues involving modern slavery and human trafficking, so that they can bring any concerns they have to the attention of management.
4. Any staff, workers or other parties are strongly encouraged to report any concerns or suspicions that they might have to John Flynn Director.
5. Reports surrounding these issues are taken extremely seriously by senior leadership team, who are committed to ensuring that all investigations shall be prompt and effective. If our investigations reveal any issues, we are committed to taking appropriate action, including but not limited to:
  - Passing details to appropriate law enforcement bodies.
6. We regularly monitor our risks in this area through the use of relevant key performance indicators, including:
  - The effectiveness of enforcement against suppliers who breach policies,
  - The amount of time spent on audits, re-audits, spot checks, and related due diligence, and
  - The level of modern slavery training and awareness amongst our staff.

This policy was adopted on 01.12.2017 after being agreed by our board of directors. It is reviewed annually.