



MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

This Modern Slavery and Human Trafficking statement is a response to Section 54 [1], Part 6 of the Modern Slavery Act 2015 and relates to the actions and business activities for the financial year ending 31st December 2023.

Introduction

Interaction Recruitment PLC is firmly committed to preventing slavery and human trafficking violations within our UK operations and supply chain.

We have a zero-tolerance policy to potential modern slavery risks within our business and expect our supply chain to fully comply with our values.

Company overview

Hexagon Investment Holdings Group [05450071] is the parent company of Interaction Recruitment PLC [02408326]

The Interaction Group also includes:

Interaction Health and Social Care [14937800]

Lifeline Recruitment Services Limited [10462806] (also trading as Hamilton Mayday)

We operate in the Recruitment sector, and we work with several direct suppliers who provide our business with goods, such as equipment for our premises, and services such as business processes, IT, and marketing services.

For more information on our company please visit our website – www.interactionrecruitment.co.uk

Policies

We have implemented several policies that ensure we are conducting our UK business in an ethical and transparent way. These include the following policies:

1. Recruitment and Selection policy

- a. We ensure that we are transparent with the “end-end” recruitment process and can evidence how a worker has applied for the job vacancy, and their consent to be submitted for an employment opportunity.
- b. In addition to our robust compliance and right to work process, we also ensure that all workers are residents in the UK. This is fully covered within our workers ‘Terms and Conditions of Service’ document, and all workers are provided a copy once signed.

- c. If any member of the team has a concern or suspects a violation of this policy, we encourage them to speak up immediately. We do understand that speaking up may be a difficult thing to do, so we offer reassurance that all information received shall be treated confidentially and investigated professionally and discretely.

2. External supplier code of conduct

- a. Our zero-tolerance approach to modern slavery is communicated to all clients, suppliers, contractors, and business partners at the outset of our business relationship with them and reinforced as appropriate thereafter.
- b. All suppliers are requested to sign a copy of our Code of Conduct policy.

3. Due Diligence

- a. As part of our approach to monitoring / reducing the risk of slavery and human trafficking occurring in our supply chains, we have adopted the following due diligence procedures:

i. External Supplier Audits

- a. We regularly audit our supply chain to ensure adherence with our Code of Conduct. We identify and action potential risks in our business and supply chains.
- b. We monitor potential risks in our business and supply chains.
- c. We reduce the risk of slavery and human trafficking occurring in our business and supply chains.
- d. If we find an instance on non-adherence to our policies, we terminate our relationship with the supplier immediately.

4. Risk and Compliance

- a. The company has evaluated the nature and extent of its exposure to the risk of slavery and human trafficking impacting the business operation. We have never had an instance of modern slavery and feel that the implemented measures are 'fit for purpose'.

5. Ongoing monitoring / review

- a. We contact business partners annually to request a copy of their modern slavery policy.
- b. We train/audit adherence of our staff regularly on our modern slavery policy.

- c. We review the bank details provided by temporary workers are only used on one worker, and that all accounts are registered to the workers' name.
- d. We review that only one worker is registered to one UK address.

This statement was approved by the Board of Directors.

Signed:

A handwritten signature in dark ink, appearing to read 'BA', with a long horizontal stroke extending to the right.

Ben Ambler

Company Director