



## **bluewaveSELECT Anti-Slavery Policy**

### **Anti-Slavery and Human Trafficking Policy**

#### **bluewaveSELECT**

**Effective Date:** 03/01/24

**Last Updated:** 07/01/25

#### **1. Introduction**

At bluewaveSELECT, we are committed to ethical business practices and the prevention of modern slavery and human trafficking in all aspects of our operations. We fully support the principles of the Modern Slavery Act 2015 and take a zero-tolerance approach to any form of forced labour, servitude, or exploitation within our business and supply chain.

#### **2. Scope**

This policy applies to all employees, contractors, candidates, suppliers, and any third parties associated with bluewaveSELECT. It extends across all operations, including recruitment, candidate placement, and supplier partnerships.

#### **3. Our Commitment**

We are committed to:

- Ensuring all workers are recruited and employed in compliance with UK employment laws.
- Conducting due diligence to prevent forced labour, child labour, human trafficking, or debt bondage in our supply chain.
- Providing training to employees on identifying and preventing modern slavery risks.
- Establishing mechanisms for reporting and addressing concerns related to modern slavery.

#### **4. Risk Assessment & Due Diligence**

We actively assess and mitigate risks by:

- Conducting thorough pre-employment checks, including Right to Work verification for all candidates.
- Auditing and assessing suppliers and labour providers to ensure compliance with anti-slavery regulations.




- Requiring suppliers and partners to confirm their adherence to modern slavery laws through contractual agreements.

## 5. Reporting & Whistleblowing

We encourage employees, candidates, and third parties to report any concerns regarding modern slavery through our confidential reporting mechanism. Reports can be made via:

 [jonathan@bluewaveselect.com](mailto:jonathan@bluewaveselect.com)

 +44 (0) 1423 559 559

All reports will be treated with strict confidentiality, and no employee or whistleblower will face retaliation for raising concerns in good faith.

## 6. Training & Awareness

To ensure a high level of understanding, we provide training to employees and contractors on:

- Identifying signs of modern slavery and human trafficking.
- The correct procedures for reporting suspected cases.
- Legal responsibilities under the Modern Slavery Act 2015.

## 7. Compliance & Continuous Improvement

- Compliance with this policy is mandatory, and breaches may result in disciplinary action, including contract termination.
- We review this policy annually to ensure its effectiveness and alignment with evolving legal and ethical standards.

## 8. Responsibility

The Senior Management Team at bluewaveSELECT holds overall responsibility for ensuring adherence to this policy. All employees and business partners must actively support our commitment to eradicating modern slavery.

---



This policy is publicly available and is communicated to all relevant stakeholders. By working together, we can contribute to a fair and ethical recruitment industry, free from exploitation.

**Signed:**

A handwritten signature in black ink, appearing to read "Vincent Dunlop".

Vincent Dunlop

Director  
**bluewaveSELECT**  
07/01/25