

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the Company's slavery and human trafficking statement for the financial year ending April 2020 and has been approved by the Directors of Mach Recruitment Limited.

At Mach we work with our clients to offer 100% compliance and up-to-date monitoring for regulatory changes. This gives clear guidance on the behaviours and actions we expect from all the people and organisations that work with us. We choose to engage and partner with like-minded organisations because they recognise people should be treated with dignity and respect.

Mach do not believe there is any place in today's world for slavery or human trafficking. We are committed to continually improving our practices to combat slavery and human trafficking and to encourage the same high standards from our supply chain and other business partners.

Mach purchases a wide range of products and services from its supply chain, including IT hardware, software and telecommunications; vehicles; office furniture, equipment and supplies; utilities; travel services; and training services.

In order to mitigate our supply chain risk, we require suppliers to confirm that they (and their supply chain) will comply with our Supplier Code of Conduct as part of their contractual relationship with Mach.

As experts in the supply of agency labour, we are committed to respecting international human rights and fair labour practises. Our businesses conduct rigorous pre-employment checks including eligibility to work, references, qualifications and proof of national insurance numbers. We also undertake random checks within our business to identify where agency workers may be sharing bank accounts, addresses or telephone numbers as this can be an indication of illegal or unethical behaviour. We do not use or accept forced, bonded or involuntary prison labour or child labour; nor will we hold onto our workers' identity papers or knowingly work with businesses that do.

We consider our policies and procedures regularly, not only to ensure they remain relevant, but also to review our progress.