



Company Name	Taskmaster Resources LTD ("the Company")
Policy Name	Modern Slavery Statement
Date	January 2026
Review Date	December 2026

This statement is made as part of Taskmaster Resources Ltd's commitment to eliminating the exploitation of people under the Modern Slavery Act 2015 (the Act). It summarises how the Company operates, the policies and processes in place to minimise the possibility of any problems, any risks we have identified and how we monitor them, and how we train our staff.

This statement is published in accordance with section 54 of the Act, and relates to the financial year January 2025 to December 2025. It was approved by the board of directors on 8 January 2026.

## 1. Our Business

Taskmaster Resources Ltd is a limited company operating in the recruitment sector. We provide both temporary and permanent staffing solutions across a range of sectors, including catering, commercial, driving, and industrial.

Our recruitment activity is underpinned by values of integrity, ethical practice, and accountability. We operate transparently and in compliance with all applicable legislation, prioritising the welfare, rights, and best interests of workers in all recruitment activity. We are committed to preventing exploitation and to identifying, mitigating, and addressing modern slavery risks across our operations.

Taskmaster Resources Ltd is an independent business.

### 1.1 Who we work with

All of the clients we work with, and all of the workers and work-seekers we supply, are known to and identified by our staff. Temporary and permanent workers are engaged through a range of recruitment models, including direct employment, limited companies, and lawful overseas recruitment routes where permitted and appropriate.

We work with hiring organisations primarily based in the UK and supply workers who may be based in the UK or recruited from overseas. Across all recruitment activity, we apply consistent due diligence, monitoring, and ethical standards to ensure fair treatment, transparency, and compliance with applicable legislation.

### 1.2 Other relationships

We recognise the importance of collaboration in strengthening our approach to preventing modern slavery and labour exploitation. To enhance our knowledge and capacity to identify, prevent, and report such risks, we engage with relevant professional bodies, regulatory organisations, and industry



initiatives. These relationships support continuous improvement, compliance, and responsible recruitment practices across our operations. Our collaborations include:

- Recruitment & Employment Confederation (REC)
- Association of Labour Providers (ALP)
- Gangmasters and Labour Abuse Authority (GLAA)
- Sedex
- Stronger Together
- Safer Jobs

## 2. Our Commitment & Policies

Taskmaster Resources Ltd is committed to taking a proactive approach to preventing, identifying, and addressing risks of modern slavery and human trafficking within our operations and supply chains. Our policies are developed and approved by senior management and are designed to ensure that everyone working for or on behalf of the business—including employees, agency workers, contractors, consultants, and business partners—acts legally, ethically, and with integrity.

We enforce our policies through regular communication, training, and contractual controls, including clear expectations placed on clients and suppliers. All policies are reviewed annually, or more frequently where required, to ensure they remain effective and aligned with legal and regulatory requirements.

Taskmaster Resources Ltd has a Modern Slavery and Human Trafficking Policy which sets out our commitment to ethical recruitment, worker welfare, and compliance with the Modern Slavery Act 2015. This policy is supported by a suite of internal policies and procedures that embed ethical standards across the business, including but not limited to:

- Corporate Social Responsibility Policy
- Anti-Bribery and Corruption Policy
- Responsible Recruitment Policy
- Human Rights Policy
- Whistleblowing Policy
- Ethical Trading Policy Statement
- Eligibility to Work Policy and Procedure
- Audit Checklist – Seasonal Worker Scheme
- Workers Handbook
- Young Workers Policy
- Incident Reporting Process for modern slavery-related concerns

These policies are informed by recognised standards and guidance, including the Gangmasters and Labour Abuse Authority (GLAA) Licensing Standards, Ethical Trading Initiative Base Code,



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International Labour Organization Fair Recruitment Initiative, the Employer Pays Principle, the Dhaka Principles for Migration with Dignity, and the UN Guiding Principles on Business and Human Rights.

### 3. Our Processes for Managing Risk

To assess and manage the risk of modern slavery, forced labour, human trafficking, and child labour, we apply proportionate due diligence across our supply chain and recruitment activities. This includes ongoing review of supplier and client relationships and, where appropriate, the option to audit or further assess parties where potential risks are identified.

As part of our risk assessment, we also consider risks associated with overseas recruitment, including the recruitment routes used and the potential vulnerability of migrant workers. Where overseas recruitment is undertaken, enhanced due diligence and monitoring measures are applied to mitigate risks of exploitation. We do not use third-party agents or intermediaries to recruit workers overseas; all overseas recruitment is carried out directly by our own trained and pre-assessed staff, reducing the risk of unlawful recruitment fees, misinformation, or exploitation.

Based on our current risk assessments, we have not identified any significant risks of modern slavery within our supply chain. However, we recognise that risks may evolve and remain vigilant, maintaining processes to identify and respond to any emerging concerns.

To minimise the risk of exploitation, we have implemented the following measures:

- We reserve the right to conduct spot checks and investigations of suppliers where concerns or complaints arise.
- We require suppliers and business partners to adhere to our ethical standards, including addressing modern slavery risks within their own policies and, where applicable, publishing a Modern Slavery Statement.
- We work collaboratively with suppliers to promote transparency and improve labour standards across the supply chain.
- We do not permit the employment of children under the age of 16. Workers under the age of 18 are not employed in night work or hazardous roles, and employment must not be detrimental to their education, health, or physical, mental, moral, or social development.
- Only senior staff who have received appropriate training in assessing modern slavery risks are authorised to approve contracts and establish commercial relationships in higher-risk areas.
- We seek to work with suppliers who are members of relevant industry bodies and initiatives.
- We engage with organisations such as Stronger Together, Sedex, and the Association of Labour Providers (ALP) to strengthen our understanding of risk and support responsible recruitment practices.

All staff are encouraged to raise any concerns relating to worker welfare or potential exploitation with management. Any concerns raised are taken seriously and investigated promptly, with appropriate action taken where required.



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## 4. Our Performance

As part of monitoring the effectiveness of our approach to preventing modern slavery and human trafficking, Taskmaster Resources Ltd tracks a range of key performance indicators (KPIs). These indicators are informed by the potential risks identified within our operations and supply chain and are reviewed regularly by the Board of Directors.

During the reporting period ending December 2025, we monitored performance using the following measures:

- 100% of staff received training on modern slavery and human trafficking to ensure awareness of risks, indicators, and reporting procedures.
- Two cases of potential labour exploitation were identified and investigated in line with our internal escalation and investigation processes.
- 100% of customers engaged through the Seasonal Worker Scheme were subject to audit.
- We regularly seek feedback from workers regarding our recruitment and employment practices, with feedback obtained from approximately 10% of the workforce during the reporting period.

We benchmark our performance against recognised industry best practice to ensure our controls remain proportionate and effective, and that our expectations of suppliers and clients do not inadvertently create pressure that could increase the risk of exploitation.

## 5. Training & Awareness

Training and awareness are central to our approach to preventing modern slavery and human trafficking. All staff receive training and support appropriate to their role to ensure they understand potential risks, indicators of exploitation, and the procedures for raising concerns.

- All staff complete modern slavery awareness training as part of their onboarding process, covering indicators of modern slavery, human trafficking, and child labour, and how to report concerns. Training is refreshed periodically to ensure continued awareness.
- Managers and recruiters receive additional, role-specific training focused on identifying risk indicators, understanding escalation routes, and responding appropriately to concerns.
- The Leadership Team receives training that includes supply chain due diligence, assessment of modern slavery risks, and appropriate remediation strategies.
- Members of the Compliance and HR teams have completed advanced training, including courses on modern slavery in UK business and investigative interviewing skills, provided by recognised organisations such as Stronger Together.
- Workers are provided with information on modern slavery indicators and reporting processes at the start of their engagement and are supported through the provision of multilingual awareness materials where appropriate.
- Where required, we also provide guidance and support to clients to help raise awareness of modern slavery risks and promote responsible and compliant practices.

Staff are encouraged to raise any concerns they may have with management, and all concerns are taken seriously and addressed in line with our internal procedures.



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## 6. Our Strategy

Our approach to preventing modern slavery and human trafficking is focused on continuous improvement and proportionate risk management. We aim to strengthen our existing controls by building on established policies, enhancing due diligence processes, and maintaining strong oversight of recruitment activities and supply chain relationships.

We will continue to engage with clients, suppliers, and industry bodies to improve awareness, transparency, and reporting, and to ensure that our practices remain aligned with legal and regulatory expectations. Our focus remains on protecting worker welfare, identifying emerging risks, and responding appropriately where concerns are identified.



Miranda Atkinson

Director – Management Services