Modern Slavery Statement

This statement covers the activities of Rapid Temps Ltd (company number NI740786). It sets out our commitment to preventing modern slavery and human trafficking in our business and supply chains. Document date: November 2026.

Introduction

Rapid Temps Ltd is committed to helping in the fight against modern slavery. We have a zero-tolerance approach to modern slavery and expect everyone who has, or seeks to have, a business relationship with us to act consistently with our anti-slavery and human trafficking commitments and procedures.

As a people-centred business, we take the issue seriously and are committed to preventing exploitation. We will consider modern slavery risks in recruitment, worker engagement and supplier relationships, and take appropriate action where concerns arise. Our approach is based on integrity, fair treatment, accountability and respect.

Our Business Structure

Rapid Temps Ltd is a recruitment and temporary staffing business serving employers and people seeking work in Northern Ireland. We help employers recruit temporary and permanent staff, with a commitment to fair recruitment, respectful treatment and lawful working arrangements.

Registered office: 28 Woodside Road Industrial Estate, Woodside Road, Ballymena, Northern Ireland, BT42 4QJ.
Practising address: Greenvale Street.
Main email: info@rapidtemps.co.uk

The Directors are responsible for this statement and for ensuring that the Company's recruitment and supply arrangements reflect these commitments.

Our Policies

Our policies and working practices must support the prevention of modern slavery and fair treatment of employees, workers, candidates and suppliers. We will review relevant procedures as our business develops. Our approach covers the following areas:

- Preventing hidden labour exploitation
- Fair and ethical recruitment
- Worker engagement and confidential reporting
- Data protection and privacy
- Equality, dignity and respect

Our Whistle-blowing Policy and Complaints Procedure provide routes to raise concerns. We will apply principles of respect, equal opportunity and fair employment in our dealings with workers, candidates and clients, and will not tolerate retaliation for raising genuine concerns.

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Our Processes

Rapid Temps Ltd will maintain recruitment and compliance procedures designed to support lawful, fair employment and prevent exploitation. Staff involved in recruitment or labour supply must understand their responsibilities, receive appropriate guidance, and escalate concerns promptly. Processes will be reviewed as legal requirements and business risks change.

Management is responsible for reviewing recruitment records and working practices, investigating concerns and ensuring corrective action. Reviews should take account of worker feedback, client information and relevant evidence. Appropriate specialist advice or independent support will be sought where a concern requires it.

From the moment a potential worker chooses to join Rapid Temps Ltd, appropriate checks must be completed. Identity and right-to-work checks are required before a placement begins. Workers must retain control of their own identity documents, and must receive clear information about the role and relevant terms. Registration and interview information should be checked as the applicant's own. Recruitment staff should ask how the worker heard about the role and consider whether any other person appears to control their application, communication, pay or freedom to work.

Worker induction should explain modern slavery risks and how to report a concern. Workers must be told that exploitation is unacceptable and that they may seek help if they, or a colleague, are affected. Information should be accessible and explained in a way the worker can understand.

During assignments, management will use proportionate welfare checks and worker feedback to identify potential exploitation. Information which may require further enquiry includes unexplained patterns such as:

- Shared or duplicate bank accounts
- Unusually high numbers of workers at one address
- Shared or duplicate email addresses
- Shared or duplicate mobile numbers

Assessment and Management of Our Risk

We will assess modern slavery risks in recruitment, labour supply and supplier relationships. Risk indicators may include restricted access to identity documents, coercion, recruitment debts, unexplained deductions, threats, unsafe accommodation or a third party controlling a worker. Shared contact or payment details are prompts for enquiry and are not, on their own, proof of exploitation. Where an activity requires a licence or other approval, the applicable requirements must be checked before work begins. Management will record concerns and take proportionate action, with the welfare and safety of the worker as a priority.

As a labour provider, we will explain our zero-tolerance approach to clients and suppliers and seek their cooperation in preventing exploitation. Where concerns arise, we will review relevant information, agree appropriate corrective action and consider whether the relationship can safely continue.

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Supplier assessments should consider recruitment practices, worker treatment and relevant evidence of compliance, proportionate to the risks of the activity.

Suppliers and labour providers must comply with applicable legal and licensing requirements. We will seek to work with organisations whose practices meet our ethical expectations and act on evidence of exploitation or serious non-compliance.

Training and Raising Awareness

Staff involved in recruitment and worker management will receive guidance on recognising modern slavery and labour exploitation. This will cover warning signs, sensitive communication with workers and how to report concerns to a Director. Management will arrange refresher guidance as needed and make reporting information accessible to staff and workers. Concerns can be raised through our Whistle-blowing Policy or by contacting info@rapidtemps.co.uk to request a private discussion. Where a person may be at immediate risk, their safety and appropriate referral to the emergency services take priority.

Our plans from November 2026

We are committed to reviewing and improving our approach to preventing modern slavery and human trafficking. From November 2026, our priorities will be to put these commitments into practice and assess their effectiveness. We will:

- Ensure recruiters and staff managing workers understand the warning signs and know how to raise concerns.
- Provide appropriate induction and refresher guidance.
- Maintain accessible guidance on identifying and reporting modern slavery and labour exploitation.
- Work with clients to provide support and guidance to limit risk.
- Use relevant guidance from government and specialist organisations to improve our approach to prevention.
- Increase awareness of reporting routes and review our progress by:
    - Providing reminders and training using appropriate channels.
    - Reviewing supplier information, concerns received, actions taken and learning from those actions to improve our processes.

This statement sets out Rapid Temps Ltd's policy commitments as at November 2026. It will be reviewed at least annually.

Signed on behalf of Rapid Temps Ltd:

Director signature: Nicola Murray

Director name: Nicola Murray

November 2026