



MERIDIAN BUSINESS SUPPORT
THE RECRUITMENT SPECIALIST

Modern Slavery & Human Trafficking Statement





Introduction

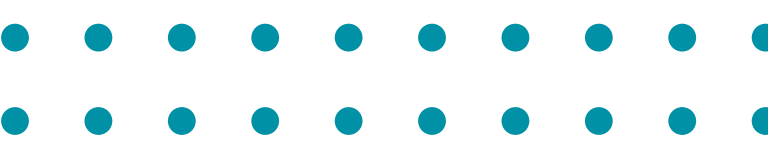
Meridian Business Support is an employment agency and employment business headquartered in Manchester, UK.

We employ approximately c 100 permanent employees and engage up to 15,000 temporary workers annually.

We operate across multiple sectors, including:

- Industrial
- Healthcare
- Built Environment
- Office & Professional
- Transport & Infrastructure

This statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015 and constitutes our Modern Slavery & Human Trafficking statement for the current financial year.



Our Commitment

Modern slavery is a crime and a serious violation of fundamental human rights. It includes forced labour, human trafficking, debt bondage, child slavery, forced marriage and domestic servitude.

We recognise that individuals can become vulnerable to exploitation through poverty, insecure employment and other social or economic pressures.

Meridian has a zero-tolerance approach to modern slavery and is committed to acting ethically and with integrity in all our business relationships. We are committed to implementing and enforcing effective systems and controls to minimise the risk of modern slavery within our business and supply chains.



Risk Assessment

Business Activity Risk

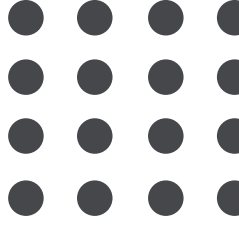
We have assessed our exposure to modern slavery risk within our operations and supply chains.

As a recruitment business operating with temporary and transient workforces, we recognise that some sectors present a heightened risk of exploitation, particularly:

- Industrial
- Production
- Construction
- Healthcare

We do not source workers directly or indirectly from overseas or use overseas recruitment agents. We recruit workers already resident in the UK for UK-based roles.





We recognise the following key risks associated with modern slavery:



Legal & Regulatory Risk

Failure to prevent modern slavery could result in criminal liability, civil penalties, regulatory enforcement and breaches of labour market legislation.



Reputational Risk

Any association with worker exploitation could damage client confidence, harm our reputation and impact tender opportunities.



Commercial and Contractual Risk

Clients may terminate contracts or seek indemnities where anti-slavery obligations are breached.



Financial Risk

Potential impacts include investigation costs, legal fees, fines, insurance implications and loss of revenue.



Operational Risk

Investigations or enforcement activity may disrupt operations and workforce continuity.



Human Impact

Most importantly, modern slavery causes significant harm to vulnerable individuals through coercion, exploitation and unsafe working conditions.



Supply Chain Risks



As a professional services business, we do not manufacture goods or purchase raw materials. Our supply chain primarily consists of:

- Payroll services and intermediaries
- IT hardware and software
- Telecommunications
- Office supplies
- Branded merchandise and workwear
- Web services
- Cleaning services

When selecting suppliers, we assess modern slavery risks in line with the nature of the services provided.

All suppliers are required to comply with our Supplier Code of Conduct, which requires them to:

- Comply with applicable laws
- Operate ethically
- Prohibit forced labour
- Not charge recruitment fees to workers
- Maintain lawful pay practices
- Respect worker rights

Key and higher-risk suppliers must also demonstrate compliance with modern slavery legislation. Where concerns are identified, we investigate fully, require remedial action where appropriate and may terminate supplier relationships.



Risk Management

We continue to focus on the following priority areas:

1. Raising awareness through employee training
2. Testing and auditing the effectiveness of our controls
3. Monitoring suppliers
4. Monitoring worker welfare post-placement
5. Engaging with clients on ethical labour practices

Due Diligence

Our due diligence processes are designed to:

- Identify and assess areas of potential risk
- Mitigate the risk of modern slavery within our operations and supply chains

Risk Identification

We conduct annual risk assessments across our business operations. This includes reviewing:

- Sector risk
- Worker skill levels
- Volume of placements
- Recruitment methods
- Worker vulnerability factors, including immigration status and language barriers

This enables us to prioritise monitoring and preventative action in higher-risk areas.



Risk Mitigation

Worker Registration

Our temporary workers are required to undertake a full registration and undergo a face to face interview.

In addition, checks are carried out to ensure that the worker has the required authorisations to work in the UK, that they have not been required to make any payments to gain work, that they are in possession of their identity documents and have their own bank account.

Additional welfare checks are carried out to ensure that work is entered into freely and to identify any risks that require additional investigation such as where they are living or travelling to work with people they work with.

Worker Support and Communication

We communicate with workers through multiple channels including posters, leaflets, registration packs and our website.

We also operate a confidential Welfare Helpline providing access to support and guidance. Workers can contact the helpline by phone, text and email.

Our Welfare Team regularly sends surveys, emails and text messages to workers to monitor wellbeing and identify potential concerns.

Translation support is available through our Clear Voice service where required to allow workers to speak in their first language.

Modern Slavery Team

We have established an internal Modern Slavery Team, chaired by the Head of Quality & Risk Management, to oversee continuous improvement of our strategy and promote awareness across the business.



A photograph of two warehouse workers in the background. They are wearing yellow hard hats and high-visibility yellow safety vests over dark blue shirts. They are standing in a warehouse with tall orange shelving units filled with cardboard boxes. The worker in the foreground is holding a cardboard box. A large teal arrow points from the image area towards the right.

Risk Mitigation

Training

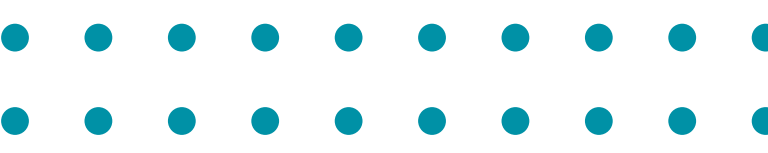
All employees receive modern slavery awareness training during induction and annually thereafter.

Training covers:

- Understanding modern slavery and exploitation
- Identifying warning signs
- Reporting concerns appropriately

Additional specialist training includes:

- Stronger Together Tackling Modern Slavery in UK Business, training for the Senior Leadership Team
- Advanced Stronger Together training for the Modern Slavery Team
- Investigative interviewing training for Welfare, HR and Compliance teams conducting welfare interviews and site checks



Risk Mitigation

Memberships and Accreditations

We maintain memberships and accreditations, including:

- Advanced Business Partner with Stronger Together
- Recruitment & Employment Confederation (REC)
- Association of Labour Providers (ALP)
- SEDEX
- SafeContractor
- Constructionline





Policies, Procedures and Monitoring

We maintain a range of policies and procedures that support ethical recruitment and the prevention of modern slavery, including:

- Anti-Slavery and Human Trafficking Policy
- Ethical Trading Policy
- Equality and Diversity Policy
- Human Rights Policy
- Responsible Recruitment of Workers
- Safeguarding Policy
- Supplier Code of Conduct
- Whistleblowing Policy
- Workers' Statutory Rights Policy

We operate standardised recruitment procedures across all branches, supported by annual and ad hoc internal audits.

Policies, Procedures and Monitoring

We monitor for indicators of potential exploitation through regular database analysis, including duplication of:

- Bank account details
- Addresses
- Emergency contacts
- Telephone numbers

Our Quality & Risk Management Team investigates concerns where necessary. Modern slavery KPIs are reported monthly to the Board and shared across the business to maintain awareness and drive continuous improvement.



Activity and Achievements Financial Year 2025/2026

Our Modern Slavery Team, established in May 2023, continues to review and strengthen our strategy across all business units. During 2025/2026, in addition to continuing to monitor client onboarding questionnaires relating to modern slavery controls and key personnel, we:



**Renewed our Stronger
Together Advanced
Business Partner status**



**Held Anti-Slavery Day
client awareness
activity and distributed
awareness materials**



**Continued our worker
welfare text messaging
programme**



**Achieved 100%
closure of monthly
modern slavery
indicators**



Objectives for 2026/2027

During 2026/2027, we will continue to strengthen our modern slavery strategy through the following objectives:

Objective	Responsibility
Maintain 100% closure of modern slavery indicators	Quality & Risk Management Team
Ensure remediation for workers identified as subject to forced labour	Modern Slavery Team
Review and update training content	Quality & Risk Management Team
Complete supplier modern slavery risk assessments	Head of Quality & Risk Management
Audit all key suppliers against our standards	Lead Auditor
Ensure annual audits of all key suppliers	Lead Auditor / Property & Procurement Manager
Ensure all new employees complete modern slavery training	Human Resources
Ensure annual refresher training completion	Human Resources
Review on-site assessment tools for ad hoc site checks	Modern Slavery Team

Progress against these objectives will be monitored throughout the year and reported in our next annual statement.

