United Careers

Modern Day Slavery statement

Modern Slavery Act 2015
Slavery and Human Trafficking Statement

Introduction
As a labour provider, we are on the front line of combatting modern slavery. United Careers Ltd is committed to doing everything within its power to stop slavery and human trafficking in our business and in our supply chains.

United Careers Ltd has always striven to operate with the highest standards of ethics and responsibility and our approach to stopping modern slavery reflects that.

We are proud of the steps that we have taken to combat slavery and human trafficking, which are set out in more detail below.

Company Structure
United Careers Ltd is a provider of permanent and temporary workers into multiple sectors. We have numerous temporary staff operating in the UK.

Slavery and Human Trafficking in our Business

In tackling slavery and human trafficking in our business we seek to follow these steps:

1. Identifying areas of risk within our business and supply chain
2. Taking steps to mitigate those risks
3. Monitoring the ongoing effectiveness of our risk prevention
4. Protecting and encouraging whistle-blowers

Slavery and Human trafficking in our Temporary Workforce
As a provider of labour, it is vital that we take steps to ensure that all temporary staff are protected from slavery and human trafficking. Whilst we recognise that no business is immune to the risks of modern slavery, we believe that having a robust series of processes is crucial to minimising the risk to our temporary staff. Our commitment to tackling slavery and human trafficking runs through all of our business, but the following are the key processes we have implemented to detect and prevent modern slavery within our workforce.

Recruitment of Temporary Workers
- All applicants are required to provide 'right to work' documentation for the UK. This is reviewed by our trained Consultants.
- Our staff are trained in spotting signs of modern slavery and in providing a safe environment for temporary staff to come forward with their concerns.

Payment of Temporary Workers
- Payslips are always made available to the individual by email or online.
- Temporary workers are paid by BACS into their own bank account or that of their partner.

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Shared Bank Accounts and Addresses

Our Management Team interrogates our temporary worker database in order to identify any temporary workers who share the same bank account or address with other temporary workers on our payroll. Each case is individually investigated by management who will question the temporary workers in order to establish the reasons behind the shared bank accounts or addresses.

Supplier Compliance with our Values

We have zero tolerance to slavery and human trafficking within our supply chain. To ensure that all of our clients and contractors comply with our values we insist that our contracts incorporate a requirement to prevent and stop modern slavery.

We recognise that it is our clients who are best placed to spot the signs of modern slavery on a day to day basis and so we provide our clients with assistance to help them in spotting modern slavery.

Training

We believe that training is a fundamental tool in the fight against modern slavery. To ensure that all of our staff are aware of the risks involved, we deliver specific training to help our staff spot signs of modern slavery and provide a safe environment for temporary staff to come forward with their concerns.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 2023.

Michael Williamson



Company Director
United Careers Limited
1st October 2026