2026

Modern Slavery Statement

POLICY 26A

05/01/2026

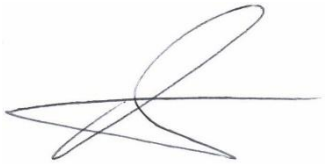
TIME RECRUITMENT SOLUTIONS LTD (‘THE COMPANY’)

STEPHEN LYONS

Company Name:	Time Recruitment Solutions Ltd ('the Company')
Policy:	Modern Slavery Statement
Date:	31 July 2026
Version:	1

This statement is made as part of Time Recruitment Solutions 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 August 2025 to July 2026. It was approved by the directors on 31 July 2025.



Paul Leaver

Director

1 Our Business

Time Recruitment Solutions Ltd is a limited company operating in the recruitment sector. We provide introduction services and supply temporary workers in the Commercial, Construction, Engineering, Industrial and Healthcare sectors.

Time Recruitment Solutions Ltd is an independent business.

Who we work with

All of the hirers that we work with, and all of the work-seekers we provide, are known to and identified by our staff. All of the temporary workers we supply are identified by our staff. Some of these work-seekers operate through their own limited companies. Some of our work-seekers are supplied via other businesses, who facilitate providing them to the eventual hiring company.

The hiring companies that we work with are located in the UK. The work-seekers and workers we supply live in the UK.

Other relationships

As part of our business, we also work with the following organisations:

the Recruitment and Employment Confederation (www.rec.uk.com)

2 Our Policies

Time Recruitment Solutions Ltd has a modern slavery policy.

Policy development and review

The Company's policies are established by the directors, based on advice from HR professionals, industry best practice and legal advice, and in consultation with Senior Staff.

We review our policies on a regular basis, or as needed to adapt to changes.

3 Our Processes for Managing Risk

In order to assess the risk of modern slavery, we review the potential for risk at regular intervals, including the possibility of re-auditing a supplier or conducting spot checks.

After due consideration, we have not identified any significant risks of modern slavery, forced labour, or human trafficking in our supply chain. However, we continue to be alert to the potential for problems.

Additionally, we have taken the following steps to minimise the possibility of any problems:

- We reserve the right to conduct spot-checks of the businesses who supply us, in order to investigate any complaints.
- We collaborate with our suppliers in order to improve standards and transparency across our supply chain.

Our staff are encouraged to bring any concerns they have to the attention of management.

4 Our Performance

As part of monitoring the performance of the Company, we track the following general key performance indicators:

- the percentage of workers supplied from audited businesses / our preferred supplier list
- the effectiveness of enforcement against suppliers who breach policies
- the level of modern slavery training and awareness amongst our staff

We carefully consider our indicators, in order to ensure that we do not put undue pressure on our suppliers that might increase the potential for risk.

5 Our Training

All of our staff receive training and support that is appropriate to their role. In particular:

- Our staff involved in our procurement and supply chains undertake training courses that include guidance around modern slavery and human trafficking, as well as other wider human rights issues.
- All of our staff receive awareness-raising information around issues involving modern slavery and human trafficking, so that they can bring any concerns they have to the attention of management.

As part of this, our staff are encouraged to discuss any concerns that they have.

Training is refreshed annually.