



2 Recruitment Specialists Ltd (trading as 2Recruitment)

MODERN SLAVERY STATEMENT

Made pursuant to the Modern Slavery Act 2015

2 Recruitment Specialists Ltd (“the Company”, “we”) is committed to acting ethically and with integrity in all our business dealings. We have a **zero-tolerance approach** to modern slavery and human trafficking and are committed to preventing it in our own operations and throughout our supply chain. This statement sets out the steps we take to understand and minimise that risk, and relates to our financial year ending 2026.

Our business

We are a UK-based specialist recruitment agency placing locum, interim and permanent healthcare, allied health and psychology professionals with NHS trusts, private hospitals, independent clinics and social care providers across the United Kingdom. Operating in the health and social care sector, we are acutely aware of the vulnerability of the individuals we place and of those who receive care.

Our supply chain

Our supply chain is short and low-risk. We source candidates directly through established UK-based job boards, professional networks and referrals. We do not use overseas labour providers, and we do not engage subcontractors or third-party intermediaries to supply workers to us. To date we hold no record of any modern slavery concern arising within our operations or supply chain.

Our policies and due diligence

We maintain a Modern Slavery and Human Trafficking Policy which sets out our commitments and the responsibilities of everyone who works for or with us. As part of our standard practice we:

- verify every candidate’s identity and their Right to Work in the UK before any introduction;
- obtain references and, where relevant, confirm professional registration and Enhanced DBS clearance;
- never charge a work-seeker a fee for finding them work, in line with the Conduct of Employment Agencies and Employment Businesses Regulations 2003;
- ensure candidates engage with us freely, understand their assignment terms, and are paid directly — never through an undisclosed third party; and
- remain alert to the warning signs of exploitation and act promptly on any concern.

Training and awareness

Those involved in recruitment understand the risks of modern slavery and human trafficking, can recognise the warning signs, and know how to escalate concerns. Anyone with a concern may raise it with the Director, or report it to the Modern Slavery & Exploitation Helpline on 08000 121 700. Where a person is in immediate danger, the emergency services should be called on 999.

Approval

This statement has been approved by the Director of the Company. Where the Company meets the turnover threshold in section 54 of the Modern Slavery Act 2015 it will publish an updated statement annually; irrespective of that threshold, we publish and apply this statement as a matter of good practice. It will be reviewed each year.

Signed: *Dean Rubinia*

Dean Rubinia · Director, 2 Recruitment Specialists Ltd

Date: 1 June 2026