



Modern Slavery, Illegal Workers & Human Trafficking Statement

INTRODUCTION

This Modern Slavery, Illegal Workers and Human Trafficking Statement is a response to Section 54(1), Part 6 of the Modern Slavery Act 2015 and relates to actions and activities for the financial year ending 03 May 2022.

Pinson TM Limited ('the Company', 'we', 'us' or 'our') is committed to preventing slavery, illegal workers and human trafficking violations in its own operations, its supply chain, and its products. We have zero tolerance towards slavery and require our supply chain to comply with our values.

ORGANISATIONAL STRUCTURE

Pinson TM Limited has business operations in the United Kingdom.

We operate in the recruitment agency sector. The nature of our supply chains is as follows: agency staff

DUE DILIGENCE

As part of our efforts to monitor and reduce the risk of slavery and human trafficking occurring in our supply chains, we have adopted the following due diligence procedures:

- Internal supplier audits.

ILLEGAL WORKERS DUE DILIGENCE

Pinson TM has documented controls to demonstrate compliance with Sections 15 to 25 of the Immigration, Asylum & Nationality Act 2006. Controls are applicable to all potential or current employees. Copies of all documents verified are retained for at least 2 years after the individual has left the employer. How the Organisation assures itself that all agency, self-employed, and subcontracted personnel are eligible to work in the UK

The company conducts a right-to-work check on all individuals we intend to employ before hiring them. The company checks the documents of potential employees with a permanent right to work in the UK before employing them. For potential employees with a temporary right to work in the UK, additional checks are carried out when their immigration permission is due to expire, and their documents are verified to ensure they have been renewed before employing them. Pinson Tm Limited checks that the potential employee is not subject to an immigration restriction that prevents them from doing the work in question.

As part of our efforts to ensure all employees of Pinson TM Limited are legally allowed to work in the UK, we have adopted the following due diligence procedures.

- Carry out RTW Digital Checks provided by an IDVT supplier.
- The following documentation checks will be carried out:
- In date GBR/IRE passports (out of date GBR/IRE passports are still valid for proving RTW, but under the new legislation, these would not be eligible for a digital check and would need to be seen in person)
- All non-UK/Irish applicants with an eVisa via the Home Office online service (includes those under the EU Settlement scheme).
- Those undergoing Digital Checks will need to do a Facial Biometric check as part of the validation process

OUR DUE DILIGENCE PROCEDURES AIM TO:

- Identify and action potential risks in our business and supply chains.
- Monitor potential risks in our business and supply chains
- Reduce the risk of slavery and human trafficking occurring in our business and supply chains.

RISK AND COMPLIANCE

The Company has evaluated the nature and extent of its exposure to the risk of slavery and human trafficking occurring in its UK supply chain through:

- Reviewing regularly all aspects of the supply chain based on supply chain mapping.
- Employees are trained on Modern Slavery

We consider that we operate in a high-risk environment because we supply temporary staff to traffic management companies.

We do not tolerate slavery and human trafficking in our supply chains. Where there is evidence of failure to comply with our procedures by any of our suppliers, we will seek to terminate our relationship with that supplier immediately.

EFFECTIVENESS

The Company uses Key Performance Indicators (KPIs) to measure its effectiveness and ensure that slavery and human trafficking is not taking place in its business and supply chains. These KPIs are as follows:

- We will carry out a regular audit of suppliers - 100% of suppliers each year.

Version: Version (5)

Reviewed Date: 07/01/2026

This policy has been approved by the Directors of Pinson TM Limited and signed on its behalf.

Mr Charlie Lappin
Director

C.Lappin

Mr Jordan Benson
Director

JLBenson