Modern Slavery and Worker Exploitation Policy

Equation Limited trading as Equation Recruitment · Fair Work Agency licence EQUA0007 · Version 1.2 · 31 October 2026

Our promise

We do not tolerate forced labour, trafficking or exploitation of any kind — in our business or at any client we supply.

- **You never pay us.** No fees, deposits, loans or charges to get or keep work.
- **You keep control.** We never hold your passport or ID. You are paid only into your own bank account.
- **You are free to leave.** You can turn down a shift or leave an assignment without penalty.
- **Everyone works for us directly, on PAYE.** We use no sub-contractors, umbrella companies or third parties.

What we check

- Your identity and right to work before your first shift.
- That your bank account is in your own name, and that it is not shared with other workers.
- The client's site and working conditions before we supply anyone.

Warning signs

- Someone else speaks for you, holds your documents or takes your pay.
- You owe money to someone for travel, housing or "finding" the job.
- You can't leave, or you're afraid to.

Tell us — or someone else

- Bradley Newman or Jason Norman: 01869 323444, out of hours 07444 368 155
- Online: Raise a concern at equationrecruitment.co.uk/policies (you can stay anonymous), or "Report a concern" on your shift link
- Email jason@equationrecruitment.com
- **Modern Slavery & Exploitation Helpline: 08000 121 700** (free, 24 hours)
- **Fair Work Agency: 0800 432 0804** · Police **999** if someone is in danger now

You will not lose work for raising a concern.

Owner: Jason Norman, Managing Director. Reviewed every year.