Modern Slavery Statement

LinuxRecruit Ltd

Financial Year: 2025

1. Introduction

This statement is made pursuant to Section 54(1) of the UK Modern Slavery Act 2015 and outlines the steps LinuxRecruit Ltd has taken to ensure that modern slavery and human trafficking are not taking place within our business or supply chains.

LinuxRecruit is committed to preventing slavery, servitude, forced labour, and human trafficking in all aspects of our business. We recognise our responsibility to act ethically and with integrity and to implement effective systems and controls to ensure modern slavery does not occur in our operations or those of our suppliers and partners.

2. Our Business

LinuxRecruit is a specialist recruitment company operating predominantly in the UK, with a focus on Cloud, DevOps, Software Engineering, and related technology domains. We work with a range of clients from startups to enterprise organisations, placing both permanent and contract professionals.

3. Our Commitment

We uphold the highest standards of ethical conduct and comply with all applicable laws and regulations. As a business that supplies labour, we are acutely aware of our responsibilities to ensure that everyone we engage with is treated fairly, lawfully, and with dignity.

We do not tolerate forced labour, child labour, or any form of exploitation. We expect the same standards from all our clients, contractors, suppliers, and other business partners.

4. Policies and Due Diligence

We have implemented the following measures to mitigate the risk of modern slavery:

- Recruitment Compliance: All candidates placed through LinuxRecruit undergo identity verification, right-to-work checks, and compliance screening in line with UK employment law.
- Supplier Code of Conduct: We require our suppliers and business partners to confirm adherence to ethical standards, including a commitment to preventing modern slavery.
- Internal Training: Our staff are trained to identify potential red flags related to modern slavery and unethical recruitment practices.
- Whistleblowing Policy: We maintain an open and accessible reporting process, encouraging employees, contractors, and partners to raise concerns without fear of retaliation.

5. Risk Assessment and Management

While the risk of modern slavery within our own operations is low, we recognise higher risks may exist in:

- The extended supply chains of some clients
- Subcontracted or outsourced services
- Offshore operations and remote contractor engagements

We assess these risks and engage with clients and partners to ensure they operate responsibly. Where concerns arise, we investigate immediately and take appropriate action.

6. Monitoring and Review

We will review and update this statement annually. As part of our ongoing commitment, we are exploring additional ways to strengthen our due diligence and supplier engagement processes, including:

- Periodic audits of high-risk placements
- Enhanced onboarding checks for contractors
- Partnering with industry initiatives that promote ethical recruitment

7. Approval

This statement has been approved by the board of directors of LinuxRecruit Ltd and is signed on their behalf by:

Tony Chapman

Director, LinuxRecruit Ltd

Date: 19 June 2025