MURRAY MCINTOSH

MODERN DAY SLAVERY

INTRODUCTION

Murray Mcintosh & Associates are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within our business or our supply chain. Modern slavery encompasses slavery, servitude, human trafficking and forced labour. Murray Mcintosh & Associates has a zero-tolerance approach to any form of modern slavery.

This statement is made pursuant to S54 of the Modern Slavery Act 2015 and sets out the steps that Murray Mcintosh & Associates has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

OUR BUSINESS

Murray Mcintosh was launched in 2015, out of the belief that recruitment should be about individual empowerment, not just making placements.

Our consultative, long-term approach has seen us grow rapidly. We already have a proven track record across the UK and are proud to be only the 3rd agency to build and invest in an accredited training platform linked to the IOR. This goes some way to providing an insight into our ambition and drive to empower.

As we move forwards, our investments into our systems, industries, offices, and people are continuously increasing.

Individual development, both internal and external, has always been at our core. A large part of our focus will always be on growing experts and we enable this by aligning informed, empowered consultants with ambitious, developing sectors.

We're committed to working with people for a reason. That means forming lasting relationships based on opportunity, not mandates built around boxes that are only there to be ticked. It's this belief that allows us to establish and build on partnerships quickly.

Murray Mcintosh & Associates has +20 staff based in our Reading offices and supply over 100 different clients.

OUR POLICIES

We operate many internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

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1. Anti-slavery policy This policy sets out the organisation's stance on modern slavery and explains how employees can identify any instances of this and where they can go for help
2. Recruitment policy. We operate a robust recruitment policy, including conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.
3. Whistleblowing policy. We operate a whistleblowing policy so that all employees know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals.
4. Code of business conduct. This code explains the way we behave as an organisation and how we expect our employees and suppliers to act.

OUR CLIENTS

Murray Mcintosh & Associates conducts due diligence on all Clients before becoming a supplier for them. This due diligence includes an online search to ensure that organisation has never been convicted of offenses relating to modern slavery. Our anti-slavery policy forms part of our contract with all Clients and they are required to confirm that no part of their business operations contradicts this policy. In addition to the above, as part of our contract with Clients, we require that they confirm to us that:

1. They have taken steps to eradicate modern slavery within their business
2. They hold their own suppliers to account over modern slavery
3. (For UK based suppliers) They pay their employees at least the national minimum wage / national living wage (as appropriate)
4. We may terminate the contract at any time should any instances of modern slavery come to light

TRAINING

We regularly conduct training for our Recruitment teams so that they understand the signs of modern slavery and what to do if they suspect that it is taking place within our supply chain.

OUR PERFORMANCE INDICATORS

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We will know the effectiveness of the steps that we are taking to ensure that slavery and/or human trafficking is not taking place within our business or supply chain if: • No reports are received from employees, the public, or law enforcement agencies to indicate that modern slavery practices have been identified

APPROVAL FOR THIS STATEMENT

This statement was approved by the Board of Directors on 3rd January 2026



Adam Cave
Managing Director

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