



Modern Slavery Statement – City Resource Ltd

Financial Year Ending March 2026 Approved by the Managing Director on 1 February 2026

Introduction

City Resource Ltd is committed to preventing modern slavery and human trafficking in all areas of our business and supply chain. This statement is made in accordance with the Modern Slavery Act 2015 and outlines the steps we have taken during the financial year ending March 2026 to identify, prevent and address risks of exploitation.

This statement is reviewed and approved annually and is published on our company website.

Our Business

City Resource Ltd, established in 2008, is an owner-operated recruitment agency based in East Anglia. We specialise in supplying temporary and permanent labour across engineering, technical, industrial, commercial and logistics sectors.

We provide a wide range of workers, including LGV Drivers, Forklift Truck Drivers, Call Centre Operatives, Warehouse Operatives, Production Operatives, Maintenance Engineers, Team Leaders, Welders, Order Pickers and Packers.

Our back-office team includes experienced payroll and accounts staff and a specialist HR department qualified in Employment Law. This structure supports robust compliance and ethical recruitment practices.

We recognise that the recruitment sector—particularly temporary, low-skilled and migrant labour—carries inherent risks of modern slavery. We therefore take proactive steps to safeguard workers and uphold high ethical standards.

Our Supply Chain

Our supply chain consists of:

- Hiring companies located in East Anglia
- Work-seekers and workers who live locally
- Limited company contractors

All workers are identified by our staff, and we maintain direct relationships with all hirers.

We maintain clear visibility of our supply chain and require all partners to uphold ethical standards consistent with our own.

Our Policies

City Resource Ltd has a dedicated Modern Slavery Policy, available on our website, which sets out our zero-tolerance approach to modern slavery and human trafficking.

We also operate the following policies that support ethical conduct:

- Anti-Bribery and Corruption Policy
- Ethical Trading Policy
- Whistleblowing Policy

These policies outline expected standards of behaviour, reporting mechanisms and escalation routes for concerns.

Policy Development and Review

Our policies are developed using advice from HR professionals, legal experts, industry best practice and guidance from the Recruitment & Employment Confederation (REC). Policies are reviewed annually or sooner if required due to legislative or operational changes.

Reviews consider emerging risks, audit findings and feedback from staff, clients and workers.



Due Diligence

We undertake due diligence on suppliers and labour providers to assess and mitigate risks of modern slavery. This includes:

- Requesting evidence of modern slavery, human rights and whistleblowing policies
- Conducting regular risk reviews and re-audits
- Performing spot checks where concerns arise
- Ensuring suppliers are members of appropriate industry bodies
- Working closely with the GLAA, REC and the Home Office Immigration Department

We also conduct worker-level due diligence, including:

- Right-to-work verification
- Monitoring for duplicate addresses or bank accounts
- Welfare conversations to identify potential indicators of coercion
- Ensuring workers have control of their own documentation and finances

Although we have not identified significant risks within our supply chain, we remain vigilant and responsive to any emerging concerns.

Risk Assessment

We recognise that certain roles—such as warehouse, logistics, food production and night-shift work—carry higher vulnerability indicators. We assess risks based on:

- Sector and role type
- Worker demographics
- Geographic and operational factors

Where risks are identified, we apply enhanced monitoring and due diligence.

Performance Indicators

To measure the effectiveness of our actions, we monitor:

- Internal audits of worker addresses and bank accounts
- The percentage of suppliers providing modern slavery statements or codes of conduct
- Time spent on audits, re-audits and spot checks
- Staff training completion rates

Training

All staff receive training appropriate to their role. This includes:

- Modern slavery and human trafficking awareness
- Recognising red flags and vulnerability indicators
- Escalation and reporting procedures
- Ethical recruitment and worker safeguarding

Training is refreshed annually, and staff are encouraged to raise concerns confidentially and without fear of reprisal.

Approval

This statement has been approved by the Managing Director of City Resource Ltd and will be reviewed annually.

A handwritten signature in black ink, appearing to read "Thomas Owen", written in a cursive style.

Thomas Owen
Managing Director
1st February 2026