Just Dynamic Recruitment
A recruitment partner you can rely on.

JDR.

MODERN SLAVERY STATEMENT

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the Company's slavery and human trafficking statement for 2026 and has been approved by the Directors of JDR Recruitment Limited.

JDR do not believe there is any place in today's world for slavery or human trafficking. We are committed to continually improving our practices to combat slavery and human trafficking and to encourage the same high standards from our supply chain and other business partners. We choose to engage and partner with like-minded organisations because they recognise people should be treated with dignity and respect.

KEY COMMITMENTS.

JDR is committed to eliminating modern slavery, human trafficking, forced labour, and similar human rights abuses.

JDR Recruitment is committed to ensuring that its staff and any workers it supplies (directly or indirectly) are not subject to behaviour or threats that may amount to modern slavery, human trafficking, forced labour, and similar human rights abuses.

JDR Recruitment is committed to collaboratively with new teams within police constabularies to tackle modern slavery in a proactive way.

JDR Recruitment provides appropriate training and awareness information for all its staff.

In particular:

• Members of our Leadership Team receive detailed Stronger Together training in identifying and resolving concerns around modern slavery and human trafficking.

• All our staff across the business undertake training courses that include guidance around modern slavery and human trafficking, as well as other wider human rights issues.

• Extended detailed training to a wider group of champions within each of our regions.

• All of our staff receive awareness-raising information around issues involving modern slavery and human trafficking, so that they can bring any concerns they have to the attention of management.

Any staff, workers or other parties are strongly encouraged to report any concerns or suspicions that they might have to onsite managers or via our confidential helpline

All sites commit to displaying helpline posters in multiple languages to guide people on the help available should they have concerns regarding modern slavery.

Reports surrounding these issues are taken extremely seriously by our Senior Leadership team who are committed to ensuring that all investigations shall be prompt and effective. If our investigations reveal any issues, we are committed to taking appropriate action, including but not limited to:

• Working with the appropriate organisations to improve standards,

• Working with our Clients to improve standards, passing details to appropriate law enforcement bodies.

We regularly monitor our risks in this area using relevant key performance indicators, including:

• Randomly selected workers are interviewed on a weekly basis to ensure there are no safeguarding or modern slavery issues

• Weekly payroll reports to check for duplicate bank details and duplicate addresses

• % of staff completed training

Alongside this our systems have been internally developed to prevent any risks of modern slavery prior to workers beginning work, including;

• Modern Slavery questionnaire as part of registration

• Bank detail check to ensure the bank account is that of the worker.

• Photo taken of the registered candidate to avoid imposters and to feed into our time and attendance system.

As part of our efforts in this area, we publish a modern slavery statement on an annual basis. We would also recommend reading this in conjunction with our other policies, including our:

• Ethical Trading Policy

• Anti-bribery / corruption policy

• Whistle-blowing policy

This statement was adopted on 6th January 2026 after being agreed by our Senior Leadership Team. It is reviewed annually.