



Snuggle Staffing Ltd

Modern Slavery & Human Trafficking Policy

Version: 003

Effective Date: March 2026

Review Date: March 2027

Approved By: Oliver Bellerby – Business Director

1. Policy Statement

Snuggle Staffing Ltd is committed to preventing modern slavery, human trafficking, forced labour, debt bondage, servitude, and exploitation in all forms within our operations and supply chain. We recognise our responsibilities under the Modern Slavery Act 2015 and are committed to conducting our business with integrity, transparency, and accountability.

We adopt a zero-tolerance approach to modern slavery and expect the same high standards from all individuals and organisations we work with, including employees, temporary workers, clients, suppliers, subcontractors, and business partners.

2. Scope

This policy applies to all employees, directors, agency workers, contractors, consultants, suppliers, and clients engaged with Snuggle Staffing Ltd.

3. Definitions

Modern slavery encompasses slavery, servitude, forced and compulsory labour, human trafficking, child labour, and any situation where an individual's freedom is restricted for personal or commercial gain.

4. Our Responsibilities

- Operate robust recruitment procedures, including thorough right-to-work and identity verification checks.
- Ensure no recruitment fees are charged to workers.
- Provide clear written terms of engagement and transparent pay structures.
- Conduct due diligence on clients and suppliers to assess modern slavery risk.
- Maintain accurate records of worker documentation and compliance checks.
- Act promptly upon any concern or allegation relating to modern slavery.

5. Ethical Recruitment & Worker Protection

Snuggle Staffing Ltd ensures that all workers are legally entitled to work in the UK. We verify documentation in accordance with Home Office guidance and retain appropriate records.

Workers are provided with transparent information regarding pay rates, assignment details, working hours, and payment arrangements. We do not tolerate withholding of personal documents, threats, coercion, or exploitative conditions.

6. Supply Chain Due Diligence

We assess the modern slavery risk of clients and suppliers through contractual obligations, compliance checks, and ongoing monitoring. We expect our partners to comply with all relevant employment legislation and uphold ethical labour practices.

7. Reporting Concerns

All staff and workers have a responsibility to report any suspicion of modern slavery or exploitative practices. Concerns may be raised directly with a Director of Snuggle Staffing Ltd and will be treated confidentially.

No individual will suffer retaliation, victimisation, or detriment for raising a genuine concern in good faith.

8. Training & Awareness

We provide awareness and guidance to those involved in recruitment and compliance to help identify indicators of modern slavery, including restricted freedom of movement, withheld documentation, unusual payment practices, and signs of coercion.

9. Monitoring & Review

This policy will be reviewed annually by the Directors of Snuggle Staffing Ltd to ensure ongoing compliance with legislation and best practice. Updates will be communicated where necessary.

Snuggle Staffing Ltd is committed to continuous improvement in preventing modern slavery and ensuring ethical working conditions throughout our operations.

Signed: 

Name: Ollie Bellerby

Position: Director

Date: 26 February 2026