



Modern Slavery Act 2015 Statement
The Oyster Partnership Limited
Financial Year Ending 2027

1. Introduction

The Oyster Partnership Limited is committed to preventing modern slavery and human trafficking in all aspects of our business and supply chains. We recognise our responsibility under the Modern Slavery Act 2015 and take a zero tolerance approach to any form of slavery, servitude, forced or compulsory labour, and human trafficking.

2. Our Business and Structure

The Oyster Partnership is a UK-based recruitment consultancy specialising in permanent and temporary recruitment across the built environment, including housing, local government, estates, and facilities management.

As a people-based business, our primary supply chain involves the sourcing, placement, and management of candidates and contractors, alongside relationships with clients, umbrella companies, and other service providers.

3. Our Policies

We operate a number of internal policies to ensure ethical conduct and compliance, including:

- Ethical recruitment practices
- Right to work and identity verification processes
- Supplier and client due diligence
- Whistleblowing policy
- Equal opportunities and diversity policies

We are committed to acting with integrity and transparency in all business dealings.

4. Risk Assessment

We recognise that the recruitment sector can carry inherent risks relating to:

- Temporary and contract labour supply
- Use of umbrella companies and intermediaries
- Right to work and identity verification
- Worker exploitation within supply chains

We actively assess these areas and take steps to mitigate risk through structured processes and oversight.

5. Due Diligence and Controls

To manage and reduce the risk of modern slavery, we:

- Conduct right to work checks and identity verification for all candidates
- Work only with reputable clients and suppliers
- Carry out due diligence on umbrella companies and third-party providers
- Maintain clear contractual terms with clients and suppliers
- Monitor and review supply chain relationships on an ongoing basis

Any concerns are escalated and investigated appropriately.



6. Training and Awareness

We ensure that our employees are aware of modern slavery risks and understand how to identify and report concerns. This includes:

- Internal awareness of recruitment-related risks
- Escalation procedures for any suspected issues

We will continue to develop training as the business grows.

7. Effectiveness and Monitoring

We are committed to continuously improving our approach to preventing modern slavery. We monitor effectiveness through:

- Ongoing review of recruitment and compliance processes
- Feedback from clients, candidates, and internal teams
- Periodic review of supplier relationships

8. Approval

This statement has been approved by the Board of Directors of The Oyster Partnership Limited and will be reviewed annually.

Signed:

A handwritten signature in black ink, consisting of a series of loops and a long horizontal stroke at the bottom.

CEO: Sasza Bandiera
Director, The Oyster Partnership Limited

Date: 5th May 2026