

Advance TRS – Modern Slavery and Human Trafficking Statement For the Financial Year Ending March 2026

This statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015 and sets out the steps Advance TRS Ltd has taken during the financial year to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains.

Our Business

Advance TRS Ltd is a specialist recruitment agency operating across the UK infrastructure sector, delivering permanent, contract and executive search recruitment solutions. Our services support clients in rail, water & environment, construction, energy, and the built environment. We are headquartered in Guildford, Surrey and registered in England and Wales (Company No. 07653252).

Our Commitment

We are fully committed to preventing modern slavery and human trafficking within our operations and supply chains. We recognise our responsibility to take a robust approach to modern slavery and are dedicated to acting ethically and with integrity in all our business dealings and relationships.

Policies and Procedures

Our Anti-Slavery and Human Trafficking Policy outlines our zero-tolerance approach to modern slavery. It applies to all individuals working for or on behalf of Advance TRS, including employees, agency workers, contractors, consultants, and business partners. The policy is regularly reviewed and communicated across the business.

Key measures include:

- A professional and transparent recruitment process.
- Right-to-work checks and written contracts for all employees.
- Clear communication of statutory rights to all staff.
- Annual supply chain audits and inclusion of anti-slavery clauses in supplier contracts.
- Whistleblowing and grievance procedures allowing confidential reporting of concerns.
- Risk-based training for staff, particularly those in recruitment or supply chain roles.

Due Diligence and Risk Assessment

Advance TRS takes a risk-based approach to due diligence and supply chain management. We:

- Conduct checks on suppliers, agencies, and contractors.
- Review supply chain arrangements annually.
- Prohibit the use of any suppliers or agencies found to be non-compliant with anti-slavery standards.

Advance TRS Ltd.

Advance TRS Ltd. Womersley House, The Guildway, Old Portsmouth Road, Guildford GU3 1LR
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Training and Awareness

We raise awareness and provide relevant training to ensure employees understand the risks of modern slavery and how to report concerns. Additional training is provided to employees working in high-risk areas.

Governance and Responsibility

The Board of Directors has overall accountability for ensuring compliance with the Modern Slavery Act. The Group Business Operations Director leads the implementation of our policy and oversees investigations and actions taken in response to any concerns.

Looking Ahead

We continue to strengthen our procedures and work with our stakeholders to identify and mitigate modern slavery risks. Our annual review will ensure that our actions remain effective, proportionate, and responsive to emerging risks.

Approved by the Board of Directors

Andy Ridout
Managing Director
Advance TRS Ltd
Date: 02 March 2026

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