

Modern Slavery and Human Trafficking Policy

Eden Staffing Group

Last updated: 3/08/2026

1. Policy Statement

Eden Staffing Group is committed to acting ethically, responsibly and with integrity in all areas of our business. We have a zero-tolerance approach to modern slavery, human trafficking, forced labour, child labour, servitude, exploitation and any form of abuse within our business, recruitment processes, candidate supply chain or client relationships.

As a dental staffing and recruitment business, Eden Staffing Group recognises that we have a responsibility to protect workers and candidates from exploitation and to ensure that all individuals are treated fairly, safely and lawfully.

We are committed to taking reasonable steps to prevent modern slavery and human trafficking from taking place in any part of our business or supply chain.

2. Purpose of this Policy

The purpose of this policy is to:

- Set out Eden Staffing Group's commitment to preventing modern slavery and human trafficking
- Explain how we identify and reduce risks linked to worker exploitation
- Ensure workers, candidates, clients and suppliers understand our standards
- Support fair, safe and lawful recruitment practices
- Provide guidance on how concerns can be raised

3. Scope of this Policy

This policy applies to:

- Eden Staffing Group directors, employees and workers
- Temporary workers and agency workers registered with Eden Staffing Group
- Candidates applying for dental roles
- Contractors, consultants and suppliers

- Dental practices and client organisations we work with
- Any third party acting on behalf of Eden Staffing Group

Everyone connected with Eden Staffing Group is expected to act in line with this policy.

4. What Modern Slavery Means

Modern slavery is a serious crime and can include:

- Slavery
- Servitude
- Forced or compulsory labour
- Human trafficking
- Child labour
- Debt bondage
- Labour exploitation
- Sexual exploitation
- Criminal exploitation
- Restriction of freedom or movement
- Withholding wages, documents or identification
- Threats, intimidation, coercion or abuse of power

Modern slavery can affect people of any age, gender, nationality or background.

5. Our Business

Eden Staffing Group provides staffing and recruitment support to dental practices and dental professionals. This may include temporary, permanent or ad-hoc staffing arrangements for roles such as dental nurses, dental hygienists, dentists, dental receptionists and other dental support staff.

Due to the nature of recruitment, Eden Staffing Group understands that there can be risks around worker exploitation if proper checks, clear communication and fair treatment are not maintained.

6. Our Commitment

Eden Staffing Group is committed to:

- Treating all candidates and workers fairly and respectfully
- Ensuring workers are not charged unlawful fees for finding work
- Carrying out appropriate right-to-work checks
- Checking identity documents where required

- Ensuring candidates understand the role, pay, hours and working arrangements before accepting work
- Ensuring workers are free to accept or refuse work where applicable
- Ensuring workers are paid in line with agreed terms and applicable legal requirements
- Not knowingly working with any client, supplier or third party involved in exploitation
- Taking concerns about exploitation seriously
- Reporting serious concerns to the appropriate authorities where necessary

7. Recruitment and Worker Checks

To reduce the risk of exploitation, Eden Staffing Group will take reasonable steps during the recruitment and registration process.

This may include:

- Verifying candidate identity
- Completing right-to-work checks before work is offered
- Requesting relevant qualifications and professional registrations
- Checking GDC registration where applicable
- Requesting professional indemnity insurance where applicable
- Requesting DBS checks where required
- Obtaining references where appropriate
- Confirming contact details directly with candidates
- Ensuring candidates understand the role, location, pay and expectations
- Checking that candidates are not being forced, pressured or controlled by another person

Eden Staffing Group will not knowingly place any individual into work where there are concerns that they may be subject to exploitation, coercion or control.

8. Warning Signs of Modern Slavery

Eden Staffing Group will remain alert to possible signs of modern slavery, including where a candidate or worker:

- Appears frightened, withdrawn, anxious or controlled
- Is accompanied by someone who speaks on their behalf
- Does not appear to have control over their own documents, phone or bank account
- Gives inconsistent information about their address, work history or personal details
- Appears unable to leave a work situation freely
- Is reluctant to discuss pay, hours or working conditions
- Appears to be working excessive hours
- Has wages controlled by someone else
- Is being transported to and from work by someone who appears controlling

- Appears poorly treated, neglected or intimidated
- Does not know where they live or work
- Shows signs of physical or emotional abuse

These signs do not automatically mean modern slavery is taking place, but they should be taken seriously and reported.

9. Client and Supplier Expectations

Eden Staffing Group expects all clients, dental practices, suppliers and third parties to act ethically and comply with all relevant employment, recruitment, health and safety, safeguarding and anti-slavery laws.

Clients are expected to:

- Treat Eden workers fairly and respectfully
- Provide a safe working environment
- Give accurate information about the role, hours, location and duties
- Not require workers to perform duties outside their role, competence or registration
- Not withhold documents, wages or personal property
- Report any safeguarding, exploitation or welfare concerns promptly
- Cooperate with Eden Staffing Group if an investigation is required

Eden Staffing Group may refuse to work with, suspend work with, or terminate relationships with any client, supplier or third party where there are concerns about exploitation, abuse, unsafe practices or unethical conduct.

10. Fees and Worker Payments

Eden Staffing Group will not charge candidates or workers unlawful fees for finding work.

Workers will be informed of relevant pay arrangements, payment processes and timesheet requirements before work is undertaken.

Where Eden Staffing Group is responsible for worker payment, we will aim to ensure payment is made accurately and in accordance with agreed terms, subject to correct timesheet submission and any required checks.

11. Due Diligence

Eden Staffing Group will take reasonable steps to reduce the risk of modern slavery by:

- Carrying out right-to-work checks
- Maintaining candidate compliance records

- Reviewing candidate documents before placement
- Using clear registration and onboarding processes
- Providing workers with information about their rights and responsibilities
- Keeping accurate placement, timesheet and communication records
- Investigating concerns raised by candidates, workers or clients
- Refusing to work with parties who fail to meet Eden Staffing Group's standards

12. Training and Awareness

Eden Staffing Group will take steps to ensure that relevant people understand the risks of modern slavery and human trafficking.

This may include:

- Providing guidance during candidate onboarding
- Including modern slavery awareness in worker information packs
- Training staff or business representatives on warning signs
- Reviewing this policy regularly
- Making workers aware of how to raise concerns

13. Reporting Concerns

Anyone who suspects modern slavery, human trafficking, exploitation or forced labour should report the concern immediately.

Concerns can be reported to:

Eden Staffing Group

Email: admin@edenstaffinggroup.co.uk

If there is an immediate risk of harm or danger, emergency services should be contacted by calling **999**.

If there is a non-emergency concern about modern slavery in the UK, this can be reported to the **Modern Slavery Helpline** on **08000 121 700**.

Concerns can also be reported to the police by calling **101**.

14. Protection for People Raising Concerns

Eden Staffing Group will not tolerate victimisation or unfair treatment of anyone who raises a genuine concern about modern slavery, exploitation or unethical conduct.

Anyone raising a concern in good faith will be treated seriously and respectfully.

15. Breach of this Policy

A breach of this policy may result in action being taken, which may include:

- Refusal to register a candidate
- Removal of a worker from assignments
- Ending a client or supplier relationship
- Reporting concerns to relevant authorities
- Internal investigation
- Disciplinary or contractual action where applicable

16. Monitoring and Review

Eden Staffing Group will review this policy regularly and update it where necessary to reflect changes in law, guidance, business operations or identified risks.

We will continue to improve our recruitment, compliance and safeguarding processes to reduce the risk of modern slavery and worker exploitation.

17. Responsibility

Overall responsibility for this policy sits with the Director of Eden Staffing Group.

All workers, candidates, clients and suppliers are expected to support Eden Staffing Group's commitment to preventing modern slavery and human trafficking.

18. Approval

This policy has been approved by:

Name: Michelle Green

Position: Founder / Director

Business: Eden Staffing Group

Date: 03/08/2026

Review date: 03/08/2026