

# **RAEORA**, Recruitment and Employer of Record Alliance **General Statement of Modern Slavery**

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**Recruitment and Employer of Record Alliance (RAEORA) Limited**  
Company Number 15776754 | Directors: AK Pike (CEO); JJ Durandt (Managing)

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**Recruitment and Employer of Record Alliance (RAEORA) (Pty) Ltd**  
Company Registration 2025/479857/07 | Directors: AK Pike (CEO); JJ Durandt (Managing)

# GENERAL STATEMENT OF MODERN SLAVERY

Effective Date: Nov 2025 | Last updated: Nov 2025

**Recruitment and Employer of Record Alliance (RAEORA) Limited (UK Company No. 15776754) and Recruitment and Employer of Record Alliance (RAEORA) (Pty) Ltd (South Africa Company Reg. 2025/479857/07)**, (together, “the Company”) are committed to conducting all business with integrity, transparency, and respect for human rights. We recognise our responsibility to prevent, detect, and address any form of modern slavery, forced labour, bonded labour, or human trafficking within our operations and supply chains – in the United Kingdom, South Africa, and any other jurisdictions where we operate. This Statement is made in accordance with the **UK Modern Slavery Act 2015** and reflects the Company’s ongoing commitment to ethical recruitment and employment practices in line with **South African labour legislation** and international best practice.

## 1. SCOPE AND PURPOSE

This Statement applies to all employees, contractors, suppliers, clients, candidates, and partners engaged by Recruitment and Employer of Record Alliance (RAEORA) Limited and Recruitment and Employer of Record Alliance (RAEORA) Pty (Ltd). It outlines our approach to identifying and mitigating risks of exploitation, ensuring that all labour is provided voluntarily and that individuals are treated with dignity and respect.

## 2. OUR COMMITMENT

The Company undertakes to:

- Prohibit the use of forced, bonded, or trafficked labour, and to ensure that workers enter employment freely and without coercion.
- Provide adequate human and financial resources to implement, monitor, and maintain systems addressing the risk of exploitation in our business and supply chains.
- Comply with all relevant labour, employment, and anti-trafficking laws in both the United Kingdom and South Africa.
- Promote international best practices, including those set by the **International Labour Organization (ILO)**.
- Appoint a senior manager responsible for overseeing ethical labour practices and modern slavery compliance.
- Provide training and awareness to employees, managers, and suppliers on identifying and preventing modern slavery.
- Require all suppliers, labour providers, and business partners to adhere to our ethical standards and to demonstrate compliance through contractual agreements or audits.

## 3. RESPONSIBLE RECRUITMENT AND EMPLOYMENT PRACTICES

As a recruitment and HR consultancy, we are acutely aware of our responsibility to prevent exploitation within the employment cycle.

We therefore commit to the following principles:

- **Voluntary Employment:** All candidates and employees work voluntarily. No one is forced, bonded, or pressured to work under threat or penalty.
- **No Recruitment Fees:** Candidates are never charged recruitment or placement fees by the Company.
- **Transparent Terms:** All job offers clearly state employment terms, pay, hours, and conditions.
- **Freedom to Leave:** Workers may terminate employment freely in accordance with their contract and local laws.
- **Fair Wages:** Workers are paid directly, on time, and in full, with payslips provided and explained in clear language.
- **No Retention of Documents:** Personal identification or travel documents are never withheld by the Company or its agents.
- **Working Hours:** Overtime is voluntary and within lawful limits.
- **Equal Opportunity:** All employment decisions are based on merit, without discrimination or exploitation.

## 4. THIRD-PARTY AND SUPPLIER MANAGEMENT

Where the Company engages third-party service providers, recruitment partners, or temporary employment services (TES):

- Due diligence will be conducted to ensure they uphold fair labour practices.
- Contracts will include clauses prohibiting modern slavery and requiring immediate reporting of any suspected violations.
- Non-compliant suppliers or partners will be reviewed and may be terminated.

## 5. REPORTING AND RESPONSE

- Any employee, contractor, or third party may confidentially report concerns related to forced labour, trafficking, or unethical practices.
- All reports will be promptly investigated, and appropriate action will be taken.
- Where required by law, incidents will be reported to the relevant authorities (the **UK Home Office** or **South African Department of Employment and Labour**, and where applicable, the **Information Regulator**).

## 6. APPLICABLE LAWS AND STANDARDS

Our policies align with the following legislation and standards:

### United Kingdom

- **Modern Slavery Act 2015**
- **Employment Rights Act 1996**
- **Equality Act 2010**

### South Africa

- **Prevention & Combating of Trafficking in Persons Act, 7 of 2013**
- **Basic Conditions of Employment Act, 75 of 1997**
- **Employment Services Act, 4 of 2014**
- **Labour Relations Act, 66 of 1995**

### International Standards

- **ILO Forced Labour Convention (No. 29)**
- **ILO Abolition of Forced Labour Convention (No. 105)**
- **ILO Protocol of 2014 to the Forced Labour Convention**
- **ILO Recommendation No. 203 (Supplementary Measures)**

## 7. REVIEW AND PUBLICATION

This Statement is reviewed annually and updated as necessary to reflect changes in law, risk, and company operations. It is approved by senior management and published on the websites of Recruitment and Employer of Record Alliance (RAEORA) Limited and Recruitment and Employer of Record Alliance (RAEORA) Pty (Ltd).

## 8. CONTACT US

If you have any questions, requests, or complaints regarding this General Statement of Modern Slavery, please contact us:

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