

Ethical Policy

Policy Statement

BE Recruitment is committed to upholding the highest standards of ethical conduct in all aspects of its operations. We value integrity, fairness, respect for human rights, and the promotion of safe, lawful, and equitable working conditions. This policy outlines the principles we follow to ensure our practices reflect these values and to comply with national and international labour standards.

Objectives

The primary objectives of this Ethical Policy are to:

- Ensure all workers are treated fairly, respectfully, and lawfully.
- Promote safe and hygienic working conditions.
- Eliminate child labour, forced labour, and discrimination in the workplace.
- Provide transparency in wages, working hours, and employment practices.
- Uphold freedom of association and collective bargaining.
- Prevent inhumane or abusive treatment of workers.
- Align with international standards including ILO Conventions and UK labour law.

Scope

This policy applies to all employees, contractors, agency workers, and anyone else engaged to perform work for or on behalf of BE Recruitment, whether directly or indirectly. It also extends to our supply chains and any partners or organisations we work with.

Engagement is Freely Chosen

There is no forced, bonded, or involuntary prison labour. Workers are not required to lodge “deposits” or their identity papers with BE Recruitment and are free to leave their employer after reasonable notice.

BE Recruitment is proud to be part of the Stronger Together campaign.

Freedom of Association and Collective Bargaining

Workers have the right to join or form trade unions of their choice and to bargain collectively without discrimination.

BE Recruitment supports union activities and does not interfere with worker representation. Where legal restrictions apply, the company supports alternative lawful means for collective engagement.

Safe and Hygienic Working Conditions

We ensure a safe and hygienic work environment, taking preventive steps against potential hazards. Workers receive regular health and safety training, including on re-assignment.

Facilities provided include clean toilets, potable water, and sanitary food storage where needed. Any provided accommodation is clean, safe, and meets basic needs.

Responsibility for health and safety lies with a designated senior manager.

Child Labour Shall Not Be Used

We prohibit the recruitment of child labour.

Any child found working will be supported into education through responsible transition policies.

Workers under 18 are not employed at night or in hazardous conditions. All policies comply with ILO standards.

Wages and Benefits

Wages meet or exceed the UK National Minimum Wage.

All workers receive clear, written information about their pay and conditions.

Unlawful wage deductions are not permitted. Disciplinary measures must be documented and fair.

Working Hours

Working hours are contractual and capped at 48 hours per week, excluding voluntary overtime.

Overtime is paid appropriately and is not used to substitute regular employment.

Total weekly hours will not exceed 60, except under exceptional, lawful, and safeguarded circumstances.

Workers are entitled to at least one day off in every seven-day period, or two in fourteen, depending on national law.

No Discrimination

We do not tolerate discrimination in hiring, pay, promotion, training, or termination on the basis of race, religion, gender, sexual orientation, disability, age, political affiliation, or any other status.

Regular Employment

Employment must be based on recognised legal relationships.

We do not use labour-only contracting, excessive fixed-term contracts, or false apprenticeships to avoid legal responsibilities.

No Harsh or Inhumane Treatment

BE Recruitment has zero tolerance for physical abuse, threats, harassment (including sexual), verbal abuse, or any form of intimidation.

Monitoring and Review

This policy will be reviewed annually or sooner in response to legal or operational changes.

Document Control and Accountability

- Effective from: 01/06/2025
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