

Corporate Social Responsibility Policy

How SCL Recruitment runs its business responsibly, and how that is put into practice.

Document	Corporate Social Responsibility Policy
Owner	Rob Pegg, Director
Effective from	5 October 2026
Next review	October 2027
Applies to	SCL Recruitment Ltd, its staff, associates and contractors

1. Purpose

This policy sets out how SCL Recruitment Ltd (SCL) runs its business responsibly: how we treat candidates, clients and the people who work with us, how we manage our impact on the environment, and how we contribute to the communities and sectors we serve.

SCL is a specialist recruitment business for logistics, supply chain and operations, founded by an operator with over 25 years in the sector. We recruit across operational management, from first-line managers to the board. Our approach to responsibility is practical: it is built into how we run assignments, not kept as a separate document.

2. Our commitments

- **Fair and ethical recruitment.** We treat every candidate with honesty and respect, give clear and timely feedback, and never misrepresent a role, a salary or a candidate.
- **Equality, diversity and inclusion.** We assess candidates on capability and evidence, challenge requirements that would unfairly exclude people, and apply our Equality, Diversity and Inclusion Policy on every assignment.
- **Preventing modern slavery.** We verify identity and right to work for every candidate we place and apply the controls set out in our Modern Slavery Statement.
- **Protecting the environment.** We operate a remote-first, digital-first model and are committed to Net Zero by 2040, as set out in our Environmental Policy and Carbon Reduction Plan.
- **Data protection.** We handle candidate and client personal data in line with UK GDPR and our Privacy Policy.
- **Responsible suppliers.** We choose suppliers such as job boards, background-checking and payroll providers with credible ethical, environmental and data-protection standards.

3. Social value

Logistics and supply chain businesses depend on good operational leadership at every level. We contribute to the sector by:

- supporting the progression of first-line managers into senior roles, and advising clients on developing leadership from within;
- sharing practical insight on hiring and retention through our published articles and free tools, so smaller businesses can hire well whether or not they use us.

4. Our people

We are a small business with direct access to leadership. Everyone working for or on behalf of SCL receives an induction covering this policy and our related policies, has regular one-to-ones, and is supported to develop. We pay fairly and promptly, and we expect the same standards of conduct from associates and contractors as from employees.

5. How this policy is embedded

- The Director is responsible for this policy and for compliance with it.
- It is covered at induction and referred to in team discussions and assignment reviews.
- Our policies are kept short and practical, and are applied consistently on every placement, for example right-to-work and modern slavery checks.
- Concerns can be raised directly with the Director at any time. They will be taken seriously and acted on.
- This policy is reviewed at least every 12 months, or sooner if the law, our business or good practice changes.

6. Related policies

Equality, Diversity and Inclusion Policy; Modern Slavery and Human Trafficking Statement; Environmental Policy; Carbon Reduction Plan; Privacy Policy. All are available at www.sclrecruitment.co.uk/policies.

Approved and signed

This policy has been approved by the Director of SCL Recruitment Ltd and is published on our website.

Rob Pegg

Director, SCL Recruitment Ltd

5 October 2026