Ignite Construction

Construction Labour Supply Compliance Statement

Document type	Policy
Document owner	Ignite Talent Group Ltd
Approved by	Nicholas Ryan, Director
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This policy states the corporate position for clients, candidates, workers, suppliers and stakeholders as applicable.

Construction Labour Supply Compliance Statement

Ignite Construction Talent Ltd provides construction recruitment and labour-supply services under the Ignite Talent Group governance framework. The vertical supports clients by maintaining controls for right to work, candidate vetting, site readiness, competence evidence, ethical labour supply and supply-chain assurance.

Purpose

This statement explains the construction labour-supply compliance position for clients, frameworks, supply-chain onboarding and construction recruitment activity.

It should be read with the Health and Safety Policy, Right to Work and Candidate Vetting Policy, Training and Competence Statement, Modern Slavery Statement and Supplier, Umbrella and Labour Supply Code.

Scope

This policy applies to Ignite Talent Group Ltd and to each Ignite recruitment vertical where the policy is relevant to its operations, client work, candidates, workers, consultants, employees and supply-chain relationships.

Where a vertical has a sector-specific requirement, that requirement should be read with the relevant appendix or operational procedure. Construction-specific controls are applied more rigorously where client sites, labour supply, temporary assignments, training evidence or framework onboarding require additional assurance.

Policy commitments

- Operate as a recruitment and labour-supply business, not as a certificated specialist contractor unless separately evidenced.
- Support clients with role-relevant worker information and compliance evidence.
- Maintain right-to-work, identity, vetting and competence controls.
- Require workers to comply with client site rules, induction, PPE and RAMS.
- Avoid undisclosed onward subcontracting or substitution.
- Be clear about accreditation and certification status.
- Escalate safety, exploitation, data or competence concerns promptly.

Responsibilities

Directors and senior leaders

- Set the policy direction, provide resources, and maintain accountability for the governance framework.
- Ensure material risks are reviewed and that controls remain proportionate to the size, risk profile and vertical activity of the group.

Managers and consultants

- Apply the policy in day-to-day recruitment, client, candidate and worker interactions.
- Keep records accurate and escalate gaps, concerns or client requirements promptly.

Employees, workers and representatives

- Act honestly, follow approved processes, protect confidential information and report concerns without delay.

How this policy is applied

Scope of service

Ignite Construction Talent Ltd supplies or introduces construction personnel and workers to clients. It may support temporary labour, trades and labour, white-collar construction roles, professional construction staff and related built-environment recruitment.

- Confirm whether each engagement is permanent recruitment, temporary labour supply, contract placement or other arrangement.
- Use appropriate terms and worker information for the engagement model.
- Do not overstate Ignite's role in managing site work.

Certification boundaries

Ignite will not claim to be CHAS, Constructionline, SafeContractor, FIRAS, IFC, BM TRADA, BAFE or otherwise certificated unless current evidence exists. Where a client or certificated contractor controls the work, Ignite supports labour and evidence arrangements but does not inherit the client's certification.

- State accreditation status accurately.
- Maintain copies of any current accreditation evidence.
- Avoid use of third-party certification logos unless authorised.

Right to work and worker evidence

Construction workers must be screened in line with the role and client requirements. Identity, right-to-work, trade cards, training certificates and other documents must be handled securely.

- Obtain right-to-work evidence where Ignite is responsible.
- Keep records of training and cards where relevant.
- Escalate unclear or conflicting evidence.

Site induction, RAMS and safety

Client or principal contractor site rules must be followed. Ignite expects workers to attend inductions and comply with RAMS, PPE requirements, alcohol and drugs policies and site supervision.

- Report refusal or non-attendance.
- Remove or replace workers where serious non-compliance is reported and verified.
- Record incidents and client feedback.

Modern slavery and labour transparency

Construction labour supply can involve heightened exploitation risks. Ignite will use transparent worker information, payroll/umbrella checks, no worker-paid work-finding fees and escalation procedures to reduce risk.

- Review umbrella/payroll arrangements.
- Investigate worker pay or coercion concerns.
- Refuse client or supplier arrangements that create unacceptable exploitation risk.

Framework and client assurance

Ignite will maintain policies, records and evidence to support client assurance. Evidence may include insurance, policies, ICO registration, training records, right-to-work procedures, incident history and accreditation status where applicable.

- Use approved evidence packs.
- Do not submit unsupported statements.
- Director review required for high-risk declarations.

Records and evidence retained

- Client onboarding evidence packs.
- Right-to-work and vetting records.
- Training and competence evidence.
- Insurance certificates and policy schedule.
- Accreditation evidence where held.
- Incident and complaint records.
- Modern slavery and supplier due diligence records.

Reporting concerns

Questions, concerns or requests for further information should be raised through the relevant manager or through the group compliance contact at compliance@ignitetalentgroup.co.uk.

Concerns involving wrongdoing, unsafe practice, exploitation, bribery, unlawful discrimination, data protection or serious non-compliance may also be escalated under the Whistleblowing and Speak-Up Policy.

Approval and review

Approved by	Nicholas Ryan
Position	Director
For and on behalf of	Ignite Talent Group Ltd and Ignite Construction Talent Ltd
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