Ethical trading policy

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This policy says how HIRINGUK LTD expects to trade, with the people who look for work through us, the businesses that advertise with us, and the suppliers we buy from. We are not a member of the Ethical Trading Initiative. We use its Base Code, the nine standards most UK buyers already know, as the yardstick, because a standard somebody else wrote is harder to bend than one we wrote for ourselves.

1. The nine standards, and what they mean here

Standard | What we do

Employment is freely chosen | Nobody is ever charged a fee for finding work, registering, training, a uniform or accommodation (section 6 of the Employment Agencies Act 1973). We never hold anybody's passport or documents, and an advert that asks a worker to pay, or to hand over documents, is removed. See our modern slavery statement.

Freedom of association | Joining a union, or not, is nobody's business but the worker's. We never ask, and nobody is treated differently for it.

Working conditions are safe and hygienic | Our health and safety policy: the client's risks in writing before anybody goes, free protective equipment, and the right to stop work in serious danger.

Child labour shall not be used | We do not place children of compulsory school age, and we refuse any advert that would. Young workers under 18 get the specific risk assessment and the working time limits the law gives them.

Living wages are paid | Every advert must show the real pay. Nobody we supply is paid below the National Minimum Wage or National Living Wage for every hour worked, including waiting and travel between jobs where the law counts it, and after twelve weeks in the same role an agency worker gets the same basic pay as a comparable employee (Agency Workers Regulations 2010).

Working hours are not excessive | The Working Time Regulations 1998: an average of 48 hours a week unless the worker chooses otherwise in writing, with rest and breaks. We do not book shifts that add up to more.

No discrimination | Adverts are checked against the Equality Act 2010 before they go live. See our equality policy and anti-racism statement.

Regular employment is provided | We say in writing, before any work starts, whether somebody is an employee, a worker or self-employed, and why. We do not dress up a job as self-employment to avoid the rights that come with it.

No harsh or inhumane treatment | Our harassment and bullying policy, including the duty to take reasonable steps to prevent sexual harassment. We do not fine workers, and nothing is ever taken from pay without the written agreement, given beforehand, that sections 13 to 22 of the Employment Rights Act 1996 require.

2. The businesses that advertise with us

Every advertiser accepts our advert rules as a term of contract. An advert that offers less than the legal minimum, charges the worker, hides the pay behind “competitive” when the real figure is known, or describes a worker as self-employed when the job plainly is not, is refused or taken down. Repeated breaches end the account.

3. Our suppliers

We buy few things: hosting, a payment provider, email, printing, insurance and professional advice. We choose them on price and quality, in writing, and prefer suppliers who publish their own policies on labour and the environment. A supplier who expects us to work any other way than this policy is not used.

4. Bribery, honesty and prices

We publish our prices, and every buyer sees the same table. We do not offer or accept bribes or kickbacks; see our anti-bribery policy. We do not publish claims we cannot back with a source.

5. Telling us we have fallen short

Write to hello@hiringuk.co.uk, use the report form, or follow our speaking up policy if it is about us. You can do it anonymously. Nobody suffers for raising a concern in good faith.

6. Approval and review

Approved by Grigore Octavian Pupazan, director of HIRINGUK LTD, on 26 November 2026. Reviewed at least once every twelve months. Next review due: November 2027.