

MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

Staffline recognises that Modern Slavery and Human Trafficking could be potential risks to our business. We are proud of our experience that has grown through the journey since we first started our campaign to join with other likeminded businesses to help victims of trafficking in the UK. We are committed to working with all organisations that take the issue as seriously as we do and who share our goal to reduce and eliminate this threat in the UK. Integrity is one of our core values. We have strict policies and procedures in place to ensure the consistent monitoring of our workforce for the signs of human trafficking and labour exploitation. These checks are not only paramount to allowing us to investigate and identify exploitation at the earliest possible stage, but are embedded into our policies and daily procedures throughout our business, both through our front line staff and centrally from the back office.

From the moment a potential worker chooses to join Staffline the checks begin. These continue throughout the worker's time with us. At the time of registration, the identification and 'right to work' checks are conducted. This ensures that the worker has control of their own documentation and that their job expectations are managed effectively. All interviews are completed face-to-face with the individual to make sure that they have freely chosen to attend. In addition, throughout the registration and interview process, all application forms are checked and verified as being the applicant's own information. We also ask where they found out about Staffline and the role. All information is uploaded onto our central IT platform allowing us to have full visibility and run checks through our system remotely to spot anything that may look suspicious with shared details or multiple occupancy housing alerts.

Worker education begins at the induction stage, giving an insight into Modern Slavery. It explains why it is illegal in the UK and what the worker should do if they suspect it is happening to a colleague or they are a victim themselves. We are a business partner with the Stronger Together initiative and show the Stronger Together 'Daniel and Weronika' video to all workers, and literature is available to all which includes contact details for the relevant authorities who can assist.

During their employment, regular checks are conducted on workers' welfare in the form of surveys, worker interviews and site audits. Every day, we conduct background checks on all workers' details through our central IT system from our Nottingham Head Office.

Where we use additional avenues of recruitment, such as other recruitment agencies supplying labour into Staffline, whether based in the UK or overseas, we ensure that these are licensed by the Gangmasters Labour and Abuse Authority and remain compliant against the GLAA's standards.

We expect all labour suppliers in our supply chain to have the necessary checks to help spot indicators of Modern Slavery throughout their business and ask all to sign a statement to commit to doing so before we undertake their services.

We are totally committed to Compliance and Ethical Standards and strive to operate best practices at all times. Everyone in the Company is introduced to our company compliance standards and operating procedures at the start of their employment. Everyone is given the tools to identify the indicators of human trafficking and forced labour, and the reporting channels are very clear for any points of concern. As soon as an exploitation issue arises, it is urgently flagged to the appropriate authorities to investigate with the full co-operation of Staffline supporting throughout the case.

We are actively part of anti-slavery networks to work with others to ensure that victims are spotted, looked after and when they are ready to go back into employment, we can help with their future placements for employment, helping them get their life back on track.

We are confident that we have the right checks in place to minimise the risk of human trafficking and labour exploitation taking place within our supply chain. However, should our business be infiltrated, we are able to react quickly and efficiently to resolve every case, every time. This response is due to the knowledge and experience held within the Compliance team, the awareness levels of the wider team members, and the relationships we hold with the relevant government authorities.

Signed:

A handwritten signature in black ink, appearing to read 'C. Pullen', with a horizontal line extending to the right.

Chris Pullen, Chief Executive Officer

For and on behalf of the Staffline Group plc board