

Modern Slavery Statement

PURPOSE OF THIS STATEMENT

Modern slavery is a global and international crime affecting millions of people worldwide, including many victims within the UK. Men, women and children of all ages and backgrounds are victims of human trafficking, forced labour, domestic servitude or debt bondage. This document sets out the policy of Gi Group UK with respect to preventing opportunities for modern slavery to occur both within its own and its supply chain's daily business activities. This fulfils our obligation under section 54 of the Modern Slavery Act 2015.

BUSINESS OPERATIONS

Gi Group UK is one of the world's leading companies providing services to the development of the labour market. The group is active in the fields of temporary, permanent and professional staffing, search and selection, executive search, outsourcing, training, outplacement and HR consulting.

The UK brands that this statement applies to are Gi Group Recruitment Ltd, Grafton Recruitment Ltd, Marks Sattin, INTOO, TACK UK and Encore Personnel (and Kelly Services UK from 03 January 2024).

RESPONSIBILITY FOR THIS STATEMENT

Ultimate responsibility for the implementation of this statement rests with the Gi Group UK Executive Management Team (EMT) and the Training, Compliance Departments and the People Team.

This statement covers the financial year January to December 2023.

RISK ASSESSMENT PROCESS

During quarter 1 of 2024 Gi Group UK completed an annual modern slavery risk analysis. This included an annual completion of the Stronger Together Good Practice Implementation Checklist, updating the Modern Slavery Risk Register, high risk location risk-assessments and completion of an annual report. Activities are given a risk rating based on risk scores relating to the likelihood of a breach, severity of impact of a breach, and central controls in place.

The process confirmed the following specific areas of risk in relation to our day to day business activities:-

- Internal employees (temp or perm) working directly with a Gangmaster (GSTR) out of choice or necessity
- Existing temporary workers acting as a liaison between ourselves and a GSTR
- Client employees acting as a liaison between ourselves and a GSTR
- Second tier supplier knowingly working with a GSTR
- Second tier supplier unknowingly working with a GSTR – no supplier control
- Key supplier knowingly sourcing goods with slavery in the supply chain
- Key supplier unknowingly sourcing goods with slavery in the supply chain – no supplier control
- Suppliers sourcing goods from high risk countries
- Suppliers providing goods and services at rock bottom prices
- Suppliers utilising agencies themselves or within their primary supply chain

With regards to the supply of temporary and permanent staff Gi Group UK have focused attention on 26 customers who present the highest risk. These companies have been selected by using specific criteria which highlighted particular risks, such as, volume and frequency of the staff supplied, the location of the company's site and the nationalities of the temporary and permanent candidates that are being supplied.

PREVENTION

Taking the key areas of risk into account, we aim to prevent opportunities for occurrences of modern slavery by focusing on 3 business activities:

1. Development of policy/codes of practice
2. Raising awareness
3. Effective process implementation/consistent checking and auditing

POLICY/CODES OF PRACTICE

The Gi Group UK key policies and codes of practice which relate to the prevention of modern slavery are:

- Gi Global Code of Ethics
- Ethical Recruitment Policy
- Preventing Hidden Labour Exploitation Policy
- Anti-bribery Policy
- Public Interest Disclosure Policy
- Responsible Recruitment of Workers Policy
- ETI Base Code
- Stronger Together Initiative Code of Conduct
- Second Tier Supplier Agreements
- Modern Slavery & Forced Labour Remediation Policy

RAISING AWARENESS

Permanent Employees

Gi Group UK operational permanent employees are made aware of the Gi Group UK policies and internal process relating to the prevention of modern slavery as part of the core operations training programme. Classroom and on the job

training is supported by specific online modules and substantial guidance and reference material which can be located on GiNET. During 2023 we delivered training to 163 employees.

Gi Group UK's commitment as a Stronger Together Business Partner and Responsible Recruitment Toolkit (RRT) Business Partner along with our active participation as members of the Association of Labour Providers, the Recruitment and Employment Confederation and the GLAA Labour Provider/User Group open up essential communication channels which enable us to provide a consistent flow of up to date information and support tools.

Strong central control supports the operational network and therefore the Head Office team are clear about the standard checks and subsequent reports that they need to make and produce which may in turn lead to the identification of potential issues.

Temporary Workforce

No fee or cost of recruitment will be charged to the Gi Group UK temporary workers. Where it is identified that payment of this kind has been made to Gi Group UK, the payment will be fully refunded.

Initial awareness is raised by playing the Stronger Together video as part of the recruitment process where Gi Group UK facilitate site inductions and / or group registrations. Additional Stronger Together resources, including advisory posters and leaflets, are placed in prominent positions within all of our locations; and the internal audit process ensures consistent delivery in this.

A temporary worker's welfare also forms an essential part of the initial interview process and

then the ongoing relationship that Gi Group UK has with them. Workers are encouraged to report any concerns that they have at any time during their relationship with Gi Group UK, including confidential issues.

Gi Group UK also provides formal communication channels via worker interviews during the internal audit process (98 interviews in 2023), worker surveys and the Gi Group UK modern slavery designated email address.

Worker Surveys are to be carried out twice a year, with one completed in September 2023 and December 2022 / January 2023. Questions cover arrangements for obtaining work, transport to work, payment of wages, living arrangements, RTW document availability and knowledge of Stronger Together initiatives. In total 1,726 completed responses were received (10.8% response rate in Sep 23 and 5.8% in Dec 22/Jan 23), and key findings were:

- 99% (Sep 23) and 100% (Dec 22/Jan 23) of those who have worked for Gi Group UK for over 6 months are paid into their own account
- 62% (Sep 23) and 61% (Dec-22) of the respondents live in rented accommodation. 4.3% (Sep 23) and 5.2% (Dec 22/Jan 23) of respondents state that they live in rented accommodation and their landlord is employed by Gi Group UK
- 3% (Sep 23) of respondents state they are not currently in possession of their RTW docs (12% in Dec22/Jan 23), although most of these state it is due to the documents being submitted as part of visa application (and in many cases RTW checks are now completed online rather than through document checks).

- 62% (Sep 23) of respondents state they have an excellent or good understanding of Stronger Together initiative (71% in Dec22/Jan 23), and 9% (Sep 23) state they have poor knowledge (13% in Dec 22/Jan 23)
- 40% (Sep 23) and 43% (Dec 22/Jan 23) of respondents wished to receive further Stronger Together information via email.

A follow-up survey improvement action plan, which included specific follow-up with some workers, was completed and closed.

The Gi Group UK time and attendance systems safeguard against worker substitution. Processes are in place to identify duplicate bank accounts, home addresses, NI numbers, landlord and next of kin details to support the quarterly monitoring carried out by the compliance team; and concerns are escalated where necessary.

Suppliers

Gi Group UK have placed suppliers into two categories:

- **Category 1:** second tier suppliers who supply temporary workers to our operational locations
- **Category 2:** those who supply general goods and services to Head Office and the operational network

Category 1: Gi Group UK consider second tier suppliers of temporary staff to be a higher risk as they will face the same key issues as we do ourselves. Prior to being approved, all potential suppliers are issued with the Supplier Code of Conduct, complete the standard Supplier Questionnaire (which includes a Modern Slavery

section), and sign a Supplier Agreement. Where required they will undergo an audit of their internal process prior to supplying temporary staff.

Depending on the frequency of the supply, second tier agencies will also be subject to audits from our internal team. The aim of the audit is to ensure that a second tier supplier is implementing the commitments detailed within the Gi Group UK Supplier Questionnaire, Supplier Agreement and Policy statement. As part of the audit Gi Group UK also use the Stronger Together Good Practice Implementation checklist to benchmark the current process that each supplier has in place and this will also support the suggestions for actions that can be taken to make improvements to what they already have in place.

Category 2: operating predominantly as a service provider, the range of goods and services that Gi Group UK purchase is relatively limited, however this does not mean that we underestimate the opportunities for occurrences of modern slavery from within our supply chain. Gi Group UK maintain an approved supplier list, and beginning with the key supplier, risk assessment is to be completed upon renewal / review of supplier arrangements. Once complete, a supplier risk profile is updated with any specific issues being raised on a supplier by supplier basis.

EFFECTIVE PROCESS IMPLEMENTATION AND CONSISTENT CHECKS AND AUDITING

Establishing policy and procedures and raising awareness by delivering training and establishing effective communication channels creates the framework for the prevention of modern slavery and is a natural starting point.

Consistently checking that the theory is being implemented practically on a daily basis establishes the current effectiveness of the framework and will also identify improvements which can be made. All operational locations have the initial responsibility for ensuring that all of the key processes are implemented and that the relevant checks are taking place. The Gi Group UK central audit team carries out the following audits during the course of a trading year, in relation to the prevention of modern slavery:

- Pre-arranged operational location audits (including temporary worker interviews)
- Pre-arranged audits of live recruitment and induction sessions
- Spot check operational location audits
- Spot check remote operational audits (including RTW and NLW compliance)
- Spot check remote audits of effective use of relevant IT equipment
- Temporary worker complaint audits
- Second tier/supplier audits

The Gi Group UK temporary worker management systems enable us to take regular snapshots of the diversity of the nationalities that we currently have working at all operational locations. This enables Gi Group UK to identify any unusual patterns or concerns relating to nationalities which may pose the highest risk.

We believe that the activities which have taken place during 2023 have been an improvement on those that were previously in place. Improvements include updates to the RRT Self-Assessment and action plans, achieving the RRT Business Partner status, introduction of a quarterly cross-check of worker name / bank account holder name, broader introduction and use of the Worker Questionnaire,

and extending the control activities across the integrated Encore Personnel locations.

0 modern slavery concerns were reported to the GLAA by Gi Group UK in 2023. A strong active relationship with ALP and GLAA has been maintained in 2023 / 2024, with group representation in the ALP AGM, council meetings and weekly / monthly ALP member support forums.

During 2024 Gi Group UK are aiming to work more closely with enforcement authorities to ensure improved information sharing and that strategies and activities become more aligned. Greater emphasis will also be given to varying methods of worker modern slavery engagement / feedback.

Results of the above are collated and reviewed by the Executive Management Team and subsequently are made available to all internal employees. The Managing Director has the direct responsibility for reviewing/evaluating any central reports with a view to identifying, communicating and addressing any potential areas of concern both internally and with the relevant external authority when it is necessary to do so.

KPIs

The main KPI / targets performance in 2023 is outlined below:

KPI & Action	Target	Result
Identifying and addressing MDS concerns: Maintain a nonconformity tracker, completion of quarterly bank / address / NI checks, worker surveys, interviews and questionnaires	Increase the volume of worker interviews by 10%, which will always include second tier workers where relevant (44 completed in 2022)	Achieved (98 interviews completed)
Training & Awareness: Quarterly ops staff training review, improvement of online module and ops manual content, and increased provision of information to candidates	Introduce the Worker Questionnaire at a min of 5 locations, ensuring these are completed with a sample of the workforce each quarter	Achieved (13 locations confirmed completion in Q1 24 review)
	Increase the % high risk locations who deliver the Stronger Together video during group induction / registration (70% in Q1 2023 review)	Achieved (81% in Q1 2024 review)
Suppliers: Improve supplier MDS compliance through annual Supplier Questionnaire review / audit	Ensure a min of 70% of second tier agency suppliers are engaged with the Stronger Together initiative (57% in 2022)	Not Achieved (17% in 2023)
Compliance: Overall MDS process and controls	Improve the Gi Group score in the Stronger Together Good Practice Implementation Checklist (86% in Q1 2023)	Maintained at 86%

The main KPI / targets set for 2024 as part of the annual improvement plan are:

KPI & Action	Target	Responsibility
Identifying and addressing MDS concerns: Maintain a nonconformity tracker, completion of quarterly bank / address / NI checks, worker surveys, interviews and questionnaires	Increase the volume of worker interviews by 5%, which will always include second tier workers where relevant (98 completed in 2023)	Compliance Dept
Training & Awareness: Quarterly ops staff training review, improvement of online module and ops manual content, and increased provision of information to candidates	Improve the Technical Audit Docebo module completion compliance % to at least 75% (44% in 2023), through closer new starter onboarding monitoring and the additional of annual refreshers	Compliance Dept / Ops Employees
	Introduce dry run sampling of the use of the MDS investigations tools, to ensure the process / tools are fit for purpose	Compliance Dept / Ops Employees
Suppliers: Improve supplier MDS compliance through annual Supplier Questionnaire review / audit	Ensure a min of 50% of second tier agency suppliers submit a completed Stronger Together Implementation Checklist (17% in 2023)	Compliance Dept / Ops Employees
Compliance: Overall MDS process and controls	Improve the Gi Group score in the Stronger Together Good Practice Implementation Checklist (86% in Q1 2024)	Compliance Dept / Ops Employees
	Retain ST & RRT Business Partnerships	Compliance Dept

REVIEW

Following its initial introduction, this Modern Slavery Statement will be reviewed by the Executive Management Team at least annually and may be reviewed from time to time.

This Policy is approved by the board of directors.

Disclaimer: This policy is meant to provide general guidelines and should be used as a reference. It may not take into account all laws and is therefore not a legal document. The Company will not assume any legal liability that may arise from the use of this policy.

Signed: Paulo Canoa – Regional Head and Country
Manager UK & Ireland
Date: March 2024

