

Modern Slavery Policy

Outline

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which involve the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

People Solutions Group has a zero-tolerance approach to modern slavery. We are committed to acting ethically and with integrity in all our business dealings and relationships, and to implementing and enforcing effective systems and controls to ensure that modern slavery is not taking place anywhere within our business or in any of our supply chains.

We are also committed to ensuring that there is transparency in our business and in our approach to tackling modern slavery throughout our supply chains, consistent with our disclosure obligations under the Modern Slavery Act 2015.

This policy applies to all persons working for us, or on our behalf in any capacity, including employees at all levels, flexi workers, contractors, external consultants, third-party representatives and business partners.

This policy does not form part of any employee's contract of employment and we may amend it at any time.

Communication and awareness of this policy

All persons working for us, or on our behalf in any capacity are expected to:

- Raise concerns about any issue or suspicion of modern slavery in any part of our business, a client's business, or business partner's business, at the earliest possible stage.
- Treat applicants and workers with dignity and respect.
- Ensure that only authorised persons choose which workers are registered and selected to work shifts.
- Notify a manager when suspecting an individual of introducing job applicants to the Company for personal gain.
- Not accept money, favours or any gifts from applicants or workers.
- Encourage workers to report cases of hidden third party labour exploitation, provide the means to do so, and investigate and act on reports appropriately.
- Ensure that all workers are aware of the People Solutions Group confidential helpline to report any concerns.
- Not act as landlords or be involved in the provision of accommodation, transport or other paid-for services for our workers.

(Please note this list is not exhaustive.)

All employees will receive regular training on Modern Slavery and Human Trafficking.

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Compliance

All persons working for us or on our behalf in any capacity:

- Must read, understand and comply with this policy, and avoid any activity that might lead to, or suggest, a breach of this policy.
- Notify their immediate manager or Human Resources as soon as possible if they believe or suspect that a conflict with this policy has occurred, or may occur in the future.

People Solutions Group will continuously review both its supply chains and internal and external operations on an ongoing basis to check compliance with this policy, and to ensure that it is being implemented effectively.

Breach of policy

Any employee who breaches this policy will face disciplinary action, which could result in dismissal for misconduct or gross misconduct.

We may terminate our relationship with other individuals, clients or business partners working on our behalf if they breach this policy.

Responsibility

The Directors and senior management team of People Solutions Group have overall responsibility for ensuring that this policy complies with our legal and ethical obligations, and that all persons working for us, or on our behalf in any capacity, comply with it.