

MODERN SLAVERY AND ETHICAL SOURCING STATEMENT



Introduction

Modern slavery is a crime resulting in an abuse of human rights. It is constituted in the Modern Slavery Act 2015 (“Act”) by the offences of ‘slavery, servitude and forced or compulsory labour’, and ‘human trafficking’ to include the fact slavery and human trafficking are abuses of a person’s freedom and rights.

Allegis Group is totally opposed to such abuses in all our operations whether direct, indirect or in our supply chain. We are committed to improving our practices to combat slavery and human trafficking, to ensure that slavery and human trafficking do not take place in any part of our business or supply chains. Furthermore, it is our policy to conduct all our business in an honest and ethical manner and in accordance with the letter and spirit of applicable legal and regulatory requirements in the jurisdictions in which we carry out our operations.

Our Business

Allegis Group (UK) Holdings II Limited, through its subsidiary companies, is a provider of both permanent and contract-based resources, offering specialised and client-focused staffing solutions to a wide range of household names and smaller businesses. Allegis Group (UK) Holdings II Limited has several subsidiaries based in the UK including:

- Actalent Services Limited
- Allegis Group Limited
- Allegis Global Solutions Limited
- Aston Carter International Limited
- TEKsystems Global Services (UK) Limited

(together, the “Company”).

The Company is focused on a range of brands which enable us to offer a broad selection of staffing and services solutions across different industries. During the reporting period, there were no material changes to the Company’s business activities, operating structure, or supply chains that would significantly alter our modern slavery risk profile from that described in our previous statements.

We undertake checks in relation to all candidates and contractors who we introduce to clients to ensure that we clearly establish their identity. For individuals this includes checking documentation such as their passport and right to work documentation. For candidates and contractors that engage with us via limited companies this includes checking documentation in respect of their incorporation, insurance and tax status. We are also committed to providing rates of pay in excess of the relevant national legal minimum standard.

Our Supply Chains

Our supply chains include the sourcing of candidates for onward supply to our clients. Any other agencies or intermediaries that introduce candidates and contractors for onward supply to our clients are known to us via existing long-term relationships and/or we have undertaken due diligence to satisfy ourselves that they adhere to local laws and maintain the highest ethical standards. We expect our suppliers and potential suppliers to operate in an ethical, legally compliant and professional manner and they are provided with our Third Party Code of Conduct and are expected to abide by it. Our other supply chains include:

- Facilities Management Companies
- Communications and IT Service Companies
- Office Equipment and Supplies
- Utility Service Companies

Our approach to supplier and third-party risk management remained consistent during the year, with due diligence requirements applied on a risk-based and proportionate basis, having regard to the nature of the services provided.

Relevant Policies

Our relevant policies include:

- Equal Opportunities and Dignity at Work Policy
- Global Code of Conduct
- Third Party Code of Conduct
- Third Party Risk Management Policy
- Whistleblowing Policy (including non-retaliation policy)

Our policies and Code of Conduct set out the behaviours we expect from our staff in their dealings with colleagues, customers, suppliers, agents etc. All staff are expected to act with integrity in accordance with the standards of behaviour set out in the Code of Conduct. We provide guidance and training to support staff understanding of expected behaviour, particularly in respect of their business decisions. We proactively encourage staff to report instances where they become aware of a situation that is not in accordance with Allegis Group's Global Code of Conduct, internal policies or applicable law. Third party suppliers vetted by our Third Party Risk Management team are also expected to act with integrity and are required to confirm that they will adhere to our Third Party Code of Conduct Policy.

Our Code of Conduct policies contain a link to an external ethics hotline (phone and internet) that is available internally and externally 24 hours a day. Our staff are encouraged to make use of this channel and others to report any ethics concerns at the earliest opportunity.

We will continue to keep our policies and processes under review during 2026 to ensure they remain aligned with legal requirements and good practice.

Due Diligence for Slavery and Human Trafficking

We consider the greatest risk of slavery and human trafficking to be in our supply chain, both direct and indirect, where operations and management oversight are out of our control. During late 2025 and into early 2026, we rolled out refresher e-learning training to staff, including training on our Code of Conduct. Should the need arise for any additional information or support with regard to human trafficking, forced labour, servitude and modern slavery this will be provided.

We have zero tolerance to slavery and human trafficking and expect all those in our supply chain, and our candidates and contractors, to comply with our values. Wherever possible we build longstanding relationships with suppliers and make clear our expectations of business behaviour.

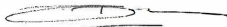
Monitoring and Compliance

We continue to take steps to assess the effectiveness of our policies, procedures and controls in seeking to ensure that slavery and human trafficking do not take place in any part of our business or supply chains. These include:

- Reviewing and updating our Global Code of Conduct, including e-learning training content
- Training of staff including raising awareness of our procurement policy and corresponding supplier due diligence
- Monitoring of complaints
- A level of communication and personal contact with the next link in the supply chain, and their understanding of, and compliance with, our expectations

This statement was approved by the Board of Directors on 15.06.2026 is made pursuant to Section 54 (1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending December 2025.

Andrew Williams
Director, Allegis Group (UK) Holdings II Limited



Date: 15.06.2026