



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 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 Limited has several subsidiaries based in the UK including:

- Allegis Group Limited
- Allegis Global Solutions Limited
- TEKsystems Global Services (UK) Limited

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.

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 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 Supplier 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

Relevant Policies

Our relevant policies include:

- Anti-Modern Slavery and Human Trafficking Policy
- Global Code of Conduct
- Supplier 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 employees 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' Global Code of Conduct, internal policies or applicable law. All staff have access to an external hotline (phone and internet) that is available 24 hours a day and are encouraged to make use of this channel and others to report at the earliest opportunity any concerns.

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. At the end of 2023 and into Q1 of 2024 we rolled out refresher elearning training to our staff including on 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. In addition, we conducted refresher right to work training with our UK contractor Onboarding Team as the withholding of right to work documents could be an indicator of modern slavery.

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 long standing relationships with suppliers and make clear our expectations of business behaviour.

Monitoring and Compliance

We continue to take steps to measure how effective we have been and are becoming in order to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains. These include:

- Reviewing and updating our Global Code of Conduct
- Training of employees 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

During 2023 we undertook a payslip audit of the UK umbrella companies that our contractors are engaged via. We sought to establish if those companies were providing compliant payslips to their employees, did the deductions on those payslips look correct and transparent and were there any unauthorized deductions. The audit showed that all the umbrella company payslips complied with the minimum legal requirements on format and all provided additional information beyond that, for example year to date tax. The audit also confirmed that all employees received at least the national minimum wage for time worked and there were no unauthorized deductions both of which are key indicators of modern slavery or servitude. We continue to monitor all umbrella companies engaged and have clear escalations routes should concerns be raised.

This statement 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 2023.



Andrew Williams
Director
Allegis Group (UK) Holdings Limited

Date: 05.03. 2024