Modern Slavery Statement

ORGANISATION

This statement applies to SRS (referred to in this statement as 'the Organisation' or "We"). The information included in the statement refers to the financial year ended 2018-19 onwards. The turnover of the Organisation does not exceed £36 million, but we have chosen to have this statement as part of its good practice policy.

ORGANISATIONAL STRUCTURE

Position types the Organisation recruits for: Permanent, Temporary and Contract. The Organisation is part of SRS Group, which comprises a number of organisations operating mainly in Reading, London, Southampton, Nottingham, Loughborough, Coventry, Mansfield, Atherstone, Basingstoke and London as employment businesses in the hospitality, industrial, warehouse, driving, logistics and social healthcare sectors. The Organisation carries out the business of recruitment. It is a leading independent recruitment consultancy covering the United Kingdom. The strong and lasting relationships we build with both our clients and our candidates enables us to offer an outstanding recruitment services that results in us making successful placements and temporary staffing support again and again. We offer a highly personal service and pride ourselves on the experience and expertise we possess when it comes to our chosen sectors. The labour supplied to the Organisation in pursuance of its operation is carried out in various parts of England. The work of the labour supplied by the organisation is carried out wholly and solely in the United Kingdom.

DEFINITIONS

The Organisation considers that modern slavery encompasses: Human trafficking; Forced work, through mental or physical threat; Being owned or controlled by an employer through mental or physical abuse of the threat of abuse; Being dehumanised, treated as a commodity or being bought or sold as property; Being physically constrained or to have restriction placed on freedom of movement.

COMMITMENT

The Organisation acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. The Organisation understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains. MODERN SLAVERY STATEMENT The Organisation does not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour. No labour provided to the Organisation in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. The Organisation strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in the United Kingdom and often exceeds those minimum standards in relation to its employees.

SUPPLY CHAINS

In order to fulfil its activities, the Organisation's main supply chains include those related to the recruitment and supply of temporary, permanent or contract workers to the sectors stated above. We work directly with our client employers and also through reputable intermediary recruitment businesses.

POTENTIAL EXPOSURE

In general, the Organisation considers its exposure to slavery/human trafficking to be relatively limited. Nonetheless, it has taken steps to ensure that such practices do not take place in its business nor the business of any organisation that supplies goods and/or services to it.

STEPS TO PREVENT SLAVERYAND/OR HUMAN TRAFFICKING PRACTICES

The Organisation carries out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in its organisation or supply chains, including conducting a review of the controls of its suppliers.

The Organisation has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.

We operate a robust recruitment and engagement policy and have provided guidance and training to our employees with hiring and procurement responsibilities to support our expectations and to comply with legal obligations in respect of equal opportunities and fair labour practices. We also have in place a range of supporting employment policies, processes, procedures and guidelines which reflect current legislation and best practice and which are targeted at safeguarding the interests of employees and potential employees and other people (such as contractors) who work for our business. These include policies addressing: Diversity and Inclusion, Equal Opportunities, and Dignity at Work.

We manage our business through our experienced regional teams working with trusted suppliers. Our philosophy is to develop long-term partnerships with suppliers whose policies, values and cultures, including respect and integrity, align to our own.

We expect our suppliers to reflect our standards, including paying a fair wage to their workers, respecting Human Rights, meeting their obligations under employment legislation and investigating their own supply chains for slavery and human trafficking issues and risks.

In accordance with section 54(4) of the Modern Slavery Act 2015, the Organisation has taken the following steps to ensure that modern slavery is not taking place:

- Reviewing our contracts with our client employers to include termination powers in the event that the supplier is, or is suspected, to be involved in modern slavery;
- Having in place measures to identify and assess the potential risks in our supply chains, including interviewing all prospective workers in person with specifically targeted questions to help identify whether they are subject to any form of modern slavery;

- Operating a policy of workers only being able to be paid through their own bank accounts (in their own name or jointly with another person), and having systems in place to monitor duplicate bank account details and repeated uses of the same residential address, so that we can investigate any concerns
- Providing relevant modern slavery training to our recruitment consultants;
- Promoting a close working relationship between our recruitment consultants and our candidates/workers, so that the latter can raise any legitimate concerns in relation to modern slavery and other serious concerns with the former;
- Carrying out announced and unannounced internal audits of our offices and locations to ensure that our standards, policies and practices are being met. The Organisation is also subject, under contractual obligations with our client employers and intermediaries, to client employer and intermediary audit visits which include interviews with randomly chosen candidates and workers to help detect any modern slavery related issues; and
- Having supplier/service provider contracts for our office and other supplies, and utilising as much as possible reputable organisations with whom we have long standing working relationships.

TRAINING

The Organisation provides the following training to staff to effectively implement its stance on modern slavery: - - - induction training, training on modern slavery training on data protection. Furthermore, any employee or any person engaged in our supply chain who has any concerns with the Organisation or our supply chain may and is expected to raise their concerns directly with senior personnel or by making a report. All such reports will be investigated by the relevant person. J)

ANTI-SLAVERY COMPLIANCE

The Organisation's board are responsible for dealing with and taking relevant action in relation to all concerns regarding modern slavery, in accordance with the Organisation's legal obligations in this regard. This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2015 and will be reviewed from time to time.

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: Gary Phillips – Operations Director

Date: September 2025