

## **MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT FOR THE YEAR ENDING MARCH 2024**

This Modern Slavery and Human Trafficking Statement relates to actions and activities during the financial year 1 April 2023 – 31 March 2024.

The statement sets down RSS Global Limited and its subsidiary companies' (the "Group") commitment to preventing slavery and human trafficking in our business activities and the steps we have put in place with the aim of ensuring that there is no slavery or human trafficking in our own business and supply chains. We all have a duty to be alert to risks, however small. Staff are expected to report their concerns and management to act upon them.

The Group is a provider of workforce solutions and staffing services to a wide range of clients and industry sectors. As a Group we have 1,006 employees across the global and operate in the UK, Ireland, Australia, New Zealand and Dubai. The Group had annual turnover in the year of over £537m and has its registered office in London, the United Kingdom and it's CEO is Rebecca Watson.

The Company purchases a wide range of products and services from its supply chain, including IT hardware, software and telecommunications; vehicles; office furniture, equipment and supplies; utilities; travel services; and training services.

The Company's Supplier Code of Conduct reflects our responsibility to act ethically and with integrity in all our business relationships, including our commitment to combating human trafficking and slavery. We believe our highest areas of potential risk are within our supply chain, and in the provision of agency labour.

In order to mitigate and manage our risk the following activities were undertaken in the year:

- Our Modern Slavery policy was reviewed to ensure it is still fit for purpose and shared across the business.
- Our Modern Slavery policy was issued to all new employees, who have acknowledged and confirmed they have read and understood the same.
- All new employees were required to complete Modern Slavery training within one month of joining the Company and existing employees complete refresher Modern Slavery training annually.

- All employees have been advised on how they can report any concerns they may have associated with Modern Slavery.
- All employees have been reminded of our confidential whistleblowing helpline if they wish to make an anonymous report and posters are displayed in our offices.
- All suppliers agree to comply with our Supplier Code of Conduct as part of their contractual relationship with the Company and its businesses.
- When tendering suppliers are required to provide information on how they comply with the regulatory responsibilities including the Modern Slavery Act.
- We take a risk-based approach towards our suppliers due to the number engaged and undertake audits on those suppliers where we consider the exposure to be greatest. No significant problems have been indicated within our supply chain.
- All our branches received at least one compliance audit during which pre-employment checks, including eligibility to work, references, qualifications and proof of national insurance numbers, were reviewed.
- We have performed random checks within our businesses to identify where agency workers may be sharing bank accounts, addresses or telephone numbers as this can be an indication of illegal or unethical behaviour. Where these are shared, we approach the individuals involved to ensure this is voluntary, for example where couples share a bank account.
- We have not used or accepted forced, bonded or involuntary prison labour or child labour; nor will we hold onto our workers' identity papers or knowingly work with businesses that do.
- No breaches of the Modern Slavery Act were reported during the year.

We review our policies and procedures regularly, not only to ensure they remain relevant, but also to assess our progress.

**This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the Group's slavery and human trafficking statement for the financial year ending March 2024 and is endorsed by the RSS Global senior management team.**

Signed



Rebecca Watson  
Chief Executive Officer