

Modern Slavery Statement

Organisation

This statement applies to all companies within and associated to StaffCo Direct Ltd (referred to in this statement as 'The Group'). The information included in the statement refers to the financial year January to December.

Organisational structure

StaffCo Direct Ltd have a Head Office based in Milton Keynes, we also have various operational centres across the United Kingdom including Dudley, Warrington, and Bristol. Within our Head Office and Branches we have different divisions that cover work across the UK.

The main activity carried out by StaffCo Direct Ltd is the supply of temporary workers to clients across the UK. Demand for the supply of workers within the logistics industry is consistently high throughout the year but does have peaks during the year.

Definitions

StaffCo Direct Ltd 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 or 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

StaffCo Direct Ltd acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. StaffCo Direct Ltd understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

StaffCo Direct Ltd 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 StaffCo Direct Ltd in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. StaffCo Direct Ltd strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in United Kingdom.

Supply chains

In order to fulfil its activities, StaffCo Direct Ltd's main supply chains include those related to the supply of workers within the logistics industry. We understand that StaffCo Direct Ltd first-tier suppliers are intermediary traders and therefore have further contractual relationships with lower-tier suppliers.

Potential exposure

StaffCo Direct Ltd considers its main exposure to the risk of slavery and human trafficking to exist in our supply of staff to our logistics clients.

In general, StaffCo Direct Ltd 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

StaffCo Direct Ltd 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.

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

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

StaffCo Direct Ltd ensure strict compliance checks are carried for all candidates it supplies. We verify the identity of each worker and their right to work before supply commences.

As part of our commitment to identify and eradicate slavery and human trafficking, we have in place a process to undertake due diligence on our supply chain network to ensure compliance with legislative obligations; such compliance forms part of our contractual relationship with suppliers.

All StaffCo Direct Ltd employees have access to dedicated channels through which they may voice concerns, either through local reporting mechanisms or through the global whistleblowing procedure. StaffCo Direct Ltd is committed to protecting employees when disclosing malpractice and will ensure that all disclosures made in good faith will be treated confidentially and without fear of retaliation.

Training

Staff within StaffCo Direct Ltd are expected to comply with all laws and act in accordance with local guidelines and regulations and act with integrity and honesty. We have undertaken to review our policies and procedures to ensure our colleagues have access to any additional information and support they may require with regard to human trafficking, forced labour, servitude, and slavery. A training module on modern slavery and human trafficking is also available to all employees.

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2015 and will be reviewed for each financial year.

Signed:

A handwritten signature in dark ink, appearing to be "Erica Turner", with a long horizontal flourish extending to the right.

Name: Erica Turner

March 2025

Position: Managing Director

For and on behalf of StaffCo Direct Ltd