



Modern Slavery Statement 2025-2026

Contents

Executive Summary.....	3
Introduction.....	3
About Us.....	4
Organisational Structure and Supply Chain.....	5
Supply Chain Structure.....	5
Supply by Sector (2021 – 2024).....	6
Our Focus.....	6
Our Values.....	6
Policy Statement.....	7
Due Diligence.....	8
Training and Awareness.....	8
Key Performance Indicators and Risk Assessments.....	9
Business-Specific Performance Indicators.....	9
Risk Sector Recognition and Mitigation.....	9
Proactive Identification and Reporting Mechanisms.....	10
Overview of Actions & Progress.....	10
Collaboration and Communication.....	12
Governance and Oversight.....	12
Policies.....	13
Spotlight on Best Practice.....	14
Future Plans.....	14
Summary.....	15

Executive Summary

This statement reviews the actions outlined in Compliance.One's Modern Slavery Statement (2024-2025), renews our commitments, and records our progress and future plans to continue tackling Modern Slavery and trafficking/exploitation.

We take pride in the progress and accomplishments we've made towards the following objectives since our last statement. These efforts have helped to further improve and strengthen the standards and controls within our business, with some key highlights outlined below:

- Continued to enhance internal processes and procedures to mitigate risks.
- Ongoing development and reviews of stakeholder relationships, particularly our supply chain.
- Identified and reported new potential risk indicators to government authorities, receiving recognition for our insights and ongoing efforts in this area.
- Conducted extensive education and awareness campaigns for all employees through various mediums.
- Completed audits of our labour suppliers and implemented necessary actions.
- Actively supported the Staffline Group ESG Committee and contributed to the production and publication of the 2024 ESG Report.
- Used the CCLA's Modern Slavery UK Benchmark to review and identify continuous improvement plans.

Many of these performance measures will be continued throughout 2025-2026 and are detailed within this statement.

Introduction

Modern slavery manifests in many forms, including slavery, servitude, forced labour, and human trafficking. It is a serious criminal offence and a violation of fundamental human rights. At Compliance.One, we uphold a strict zero-tolerance approach to modern slavery, exploitation, and human trafficking. We believe it is our responsibility as a business, and as members of society, to provide all workers with safe, secure, and fair working conditions.

We recognise that tackling modern slavery is a pressing priority, and we actively collaborate with businesses, charities, and partner organisations to confront this issue. Our dedication to eradicating modern slavery is reflected in both our internal management systems and our rigorous supply chain compliance processes.

Compliance.One has proudly published a Modern Slavery Statement since 2020 and to shape this year's statement, we reviewed our objectives, preventative measures, and guiding principles. We also examined the Ethical Trade Initiative's base code and the ILO's indicators of modern slavery to strengthen our approach, continuously develop and ensure that our actions remain informed and effective.

We acknowledge that modern slavery is an evolving crime, demanding constant vigilance and adaptability. To mitigate risks, we have evaluated our risk profile and put in place targeted plans and actions. We continue to work closely with stakeholders to identify potential threats, address them effectively, and ensure that all aspects of our business are

Version	Classification	Author / Owner	Approver	Issue Date
1	Public	Neil Jackson	Steven Aston-Bell	Nov 2025

conducted ethically and in line with relevant laws and regulations.

We also maintain strong links with key organisations, including the Gangmasters and Labour Abuse Authority, the Home Office, and police forces nationwide. These relationships provide us with valuable insights into anti-slavery efforts, help us expand our knowledge, and strengthen our ability to address and prevent this serious crime.

In recent years, challenges such as economic pressures and global conflicts have heightened the vulnerability of many people. These conditions increase the risk of exploitation, as individuals striving to support themselves and their families can become targets for criminals who exploit desperation with false promises. At Compliance.One, we are acutely aware of these risks and remain firmly committed to safeguarding vulnerable people and preventing exploitation in all its forms.

The UK Home Office released data at the end of 2021 stating 12,727 potential victims of Modern Slavery in the UK.

31% of people referred were British Nationals. 43% of these were children.

(Anti-slavery International 2024)

About Us

Compliance.One partners with many of the UK's largest organisations to help them manage temporary agency workers and control agency spend. By working closely with both clients and agencies, we simplify recruitment, cut costs, ensure compliance, and deliver full transparency. We specialise in supporting large, multi-site businesses that rely on multiple recruitment agencies across the UK.

By acting as a single point of contact, we remove the complexity and expense of managing numerous suppliers, making the process straightforward and efficient.

Our customers benefit from access to the best agency workers while having the confidence that every placement is cost-effective and fully compliant with employment legislation. Through advanced technology, we make the entire recruitment process, from order to invoice, seamless and transparent. Our systems continuously audit every worker against legal requirements in real-time, safeguarding our clients' reputations while protecting the welfare of temporary staff.

Our service delivers value across six areas:

- Brand & culture
- Cost savings
- Improved performance
- Visibility & control
- Supplier management
- Compliance

Version	Classification	Author / Owner	Approver	Issue Date
1	Public	Neil Jackson	Steven Aston-Bell	Nov 2025

Organisational Structure and Supply Chain

We are part of Staffline Group Plc, which has 3 divisions: Staffline Recruitment GB, Staffline Recruitment Ireland, and Compliance.One. For more on our structure please visit stafflinegroupplc.co.uk.

Aligned to Staffline's structure, Compliance.One is designed to support large-scale workforce needs and maintain strong client partnerships by providing comprehensive, industry-specific ethical recruitment solutions. The company continues to integrate technology and uphold ethical practices across all divisions, reinforcing its commitment to worker welfare and compliance standards.

We have an experienced, dedicated team whose primary purpose is to review the risk of Modern Slavery throughout our business and to ensure that we uphold the government's Modern Slavery strategy aims:

- **Pursue:** with our clients, our supply chain and a range of NGOs who share our values, we collaborate on identifying and tackling this abhorrent crime and support prosecutions for any Modern Slavery offences.
- **Prevent:** by educating our stakeholders in identifying any red flags, ensuring our policies and processes are robust, and reviewing our risks and addressing those appropriately.
- **Protect:** our workforce in its entirety, our business and our supply chain by analysing data and identifying and reporting concerns.
- **Prepare:** an established framework to identify and support victims with appropriate effective actions driven by the individual. In addition, support reintegration of victims, ensuring appropriate support functions and safeguards are in place.

Compliance.One's supply chain management emphasises compliance and ethical standards, and Compliance.One is a GLAA-licensed business. We are committed to working only with partners who share our high standards, adhering to the GLAA licensing standards, and this is demonstrated by our EcoVadis Bronze rating and our partnership with ethical recruitment initiatives like the Responsible Recruitment Toolkit. By integrating technology and maintaining close relationships with stakeholders, Compliance.One ensures robust supply chain operations that support both worker welfare and client satisfaction.

Where any instances of exploitation or Modern Slavery are identified in our supply chain, we would encourage all parties to work with us and relevant authorities to identify any root causes and ensure all affected individuals are identified and supported. As a final resort, we will cease any engagement with a supplier should they refuse to address and remedy any identified Modern Slavery concerns appropriately, and work with relevant parties to engage with any affected/impacted individuals.

Supply Chain Structure

Compliance.One operates within a complex supply chain structure involving various stakeholders and processes. The typical supply chain structure is as follows:

- **Clients:** Compliance.One's clients are often large, complex organisations with fragmented processes when it comes to engaging temporary workers. These clients engage with us to manage their recruitment process for temporary labour.

Version	Classification	Author / Owner	Approver	Issue Date
1	Public	Neil Jackson	Steven Aston-Bell	Nov 2025

- **Compliance.One:** Compliance.One provides a managed service and acts as a neutral vendor in the temporary labour supply chain. We act as an intermediary between the client and recruitment agency suppliers, coordinating and overseeing the onboarding of new temporary workers and contractors.
- **Suppliers:** Compliance.One works with a network of recruitment agency suppliers. The agencies still engage and pay the workers and are responsible for engaging the workers in a legally compliant manner.
- **Screening and Assessment:** Compliance.One conducts secondary screening processes to verify that checks made by suppliers are complete, accurate and in line with legislation.
- **Onboarding and Integration:** Once a candidate is selected, Compliance.One facilitates the onboarding process, ensuring temporary worker and contractor information is approved within our online job vacancy and timesheet portal. This process involves coordinating between both supplier and client.

By effectively managing this supply chain structure, Compliance.One provides comprehensive recruitment solutions to our clients, streamlines processes, and delivers cost-effective temporary and contract workforce solutions.

Supply by Sector (2021 – 2024)

Sector(s)	2021	2022	2023	2024
Housebuilding	40%	27%	19%	20%
Care	-	-	2%	2%
Infrastructure	60%	67%	57%	53%
Logistics	-	6%	11%	8%
Food	-	-	10%	17%

Our Focus

Compliance.One's primary aim is to set the standard for excellence in managing the UK's temporary labour supply, ensuring transparency and efficiency at every stage.

Our Values

Compliance.One's goal is to support people into good work to enable our workforce and our customers to fulfil their goals and aspirations. We achieve this through our company values and our human-centric approach, and this is embedded in our daily behaviours and our work with stakeholders. Our values are:

- Be Authentic
- Embrace Teamship
- Always Evolving
- Do The Right Thing
- Stand Up and Be Counted

We have a forward-thinking and market-leading People team who work hard to help embed the culture, promoting important topics such as Women in Leadership, Pride Month, Mental Health Awareness, Neurodiversity Celebration Week, and Anti-Slavery campaigns.

Version	Classification	Author / Owner	Approver	Issue Date
1	Public	Neil Jackson	Steven Aston-Bell	Nov 2025

During 2024, a key objective was to strengthen our relationships and collaborative partnerships with charitable organisations, which we successfully achieved. In 2025 we focused on supporting cases, providing more employment opportunities and working with our valued customers.

We have worked collaboratively with clients and authorities on several suspected Modern Slavery cases and will continue to work in collaboration with like-minded businesses. In 2025, we reviewed our risks and created a five-year plan focused on stronger training, supply chain improvements, and broader stakeholder engagement.

Our commitment to eradicating Modern Slavery permeates our operations and supply chains, underscoring our unyielding commitment against slavery and human trafficking. We uphold our brand values consistently throughout our business practices and refuse to partner with any organisation that engages in slavery or human rights violations.

Policy Statement

At Compliance.One, we maintain a zero-tolerance approach to modern slavery and human trafficking. These practices are severe violations of human rights and have no place in today's society.

We are committed to acting with integrity and will never knowingly support or engage in any business connected to slavery or trafficking. We expect all suppliers, contractors, and partners to uphold the same standards and take proactive steps to prevent such practices.

Our policies, and those of our supply chain, are regularly reviewed and monitored to ensure they remain effective in preventing modern slavery. We also protect our employees from human rights abuses and unethical recruitment, ensuring access to both internal and external channels for raising concerns.

We are dedicated to continuous improvement and full compliance with relevant laws and regulations. Our policies are accessible to all employees through our live environment, supported by awareness-raising and compliance materials on our Learning Platform. Together, these measures strengthen our commitment to protecting human rights and eliminating modern slavery and unethical practices.

To deliver on this commitment, Compliance.One will:

1. Develop and maintain a slavery and human trafficking policy covering our operations and supply chains.
2. Carry out due diligence on suppliers to identify and address potential risks.
3. Provide training for employees and suppliers on identifying and preventing modern slavery.
4. Support our clients and partner suppliers by sharing our experiences to help with their awareness and policy/processes development.
5. Encourage and support the reporting of any suspected cases of Modern Slavery and human trafficking.
6. Monitor and evaluate the effectiveness of our prevention measures.

Version	Classification	Author / Owner	Approver	Issue Date
1	Public	Neil Jackson	Steven Aston-Bell	Nov 2025

7. Offer clear mechanisms for reporting and addressing concerns or incidents.
8. Protect our employees against any human rights violations, their freedom of movement and association, and ensure they have access to internal and external grievance mechanisms.

Due Diligence

At Compliance.One, we are committed to upholding the highest ethical standards throughout our labour supply chain. We carry out rigorous due diligence across our operations and supply partners, ensuring compliance with our expectations, and take decisive action whenever issues of non-compliance arise.

Our Modern Slavery due diligence focuses on proactively reducing forced labour and human trafficking risks across our operations and supply chains. We collaborate with non-governmental organisations, authorities, and stakeholders to share knowledge and implement adaptive development plans. Our approach leverages technology to identify red flags, utilising data analytics, audit reports, and our internal investigation team's insights. This approach enables us to apply valuable lessons from real-world case studies, ensuring that the protection of human rights remains central to our actions.

Our policies on human rights, modern slavery, human trafficking, and fair recruitment are deeply embedded in our culture, reinforcing our responsibility to integrate these principles into everyday business practice.

We remain vigilant in identifying potential risks of modern slavery. Where concerns are raised, our Compliance Investigations team undertakes an impartial review and, when required, works closely with external experts to ensure that every case is managed thoroughly and responsibly.

We also believe prevention begins with awareness. All new employees complete mandatory training via our online learning platform, equipping them with the knowledge to recognise warning signs, seek support, and escalate concerns through the appropriate channels.

Any suspicion of modern slavery is handled with the utmost seriousness. Reports are directed to our Compliance team, who investigate promptly and independently, acting swiftly to protect worker welfare and ensure full compliance with our regulatory obligations.

Our practices align with:

- UK Modern Slavery Act 2015
- UN Guiding Principles on Business and Human Rights
- OECD's Six-Step Due Diligence Framework
- CCLA's Modern Slavery UK Benchmark

Training and Awareness

From day one, all new team members complete mandatory training on this topic through our online platform, and supplementary training relevant to our business and risks is delivered according to need. Our workforce receives comprehensive information within our

Version	Classification	Author / Owner	Approver	Issue Date
1	Public	Neil Jackson	Steven Aston-Bell	Nov 2025

Temporary Worker Welcome Pack, which provides guidance on accessing help and support and is routinely reviewed to strengthen the Modern Slavery information.

Any suspicions of Modern Slavery are promptly reported to our compliance team, comprising experienced professionals with backgrounds in law enforcement and regulatory compliance, including the Gangmasters and Labour Abuse Authority (GLAA). This team conducts thorough and impartial investigations, following up on intelligence leads or complaints to safeguard worker welfare and ensure compliance with regulations. Additionally, members of our Compliance Investigations team undergo training, including the Stronger Together Advanced Tackling Modern Slavery in Business course, to enhance their expertise in addressing Modern Slavery issues. The quality of our intelligence sharing has been acknowledged by the Home Office and received several appreciative remarks from other authorities in recent years.

Compliance.One prohibits any form of payment from employees or workers for employment purposes, as well as retention or withholding of personal identity documents. We unequivocally reject forced or bonded labour practices. Allegations of such actions are diligently investigated by our independent compliance investigations team. Furthermore, we conduct awareness campaigns targeting our potential workforce to educate and raise awareness about potential scams and criminal behaviours, furthering our commitment to combating Modern Slavery in all its forms.

Key Performance Indicators and Risk Assessments

Compliance.One utilises several monitoring and reporting mechanisms to capture and record our performance in preventing modern slavery and human trafficking across our business. We regularly review our policies and procedures to ensure that they are effective in addressing these risks.

Business-Specific Performance Indicators

We have established targeted performance indicators across our portfolio to evaluate the effectiveness of our anti-modern slavery actions:

- We document the percentage of suppliers audited.
- Ensure all clients are engaged in discussions or training related to modern slavery prevention.
- Ensure employee training on Modern Slavery and related policies is 100%.
- Maintain a continuous improvement plan to drive actions and initiatives addressing modern slavery risk.
- These indicators will be reviewed and utilised to identify areas of additional need or improvement in identifying, preventing, and addressing modern slavery risks.

Risk Sector Recognition and Mitigation

Although the scope of Compliance.One indicates that our business is at low risk of direct Modern Slavery and exploitation for criminal infiltration, we acknowledge that some of our clients operate within high-risk sectors such as food processing and construction, and the workforce deployed within our supply chain includes migrant labour who may face increased risk if their understanding of human rights is limited.

Version	Classification	Author / Owner	Approver	Issue Date
1	Public	Neil Jackson	Steven Aston-Bell	Nov 2025

In response, we:

- Conduct regular due diligence checking and targeted risk assessments across our supply chain, ensuring their systems and processes for monitoring and managing modern slavery are robust and are living within their businesses.
- Monitor data closely, tracking red flags such as excessive overtime, wage deductions, and high turnover rates.
- Work closely with our clients to identify and tackle this abhorrent crime and support prosecutions for any Modern Slavery offences.

Proactive Identification and Reporting Mechanisms

A crucial measure of our success lies in the number of investigations conducted and potential victims of Modern Slavery identified within our business. The systematic review of cases over the years has revealed new insights and demonstrates our commitment to delivering robust training to detect, report, and prevent this abhorrent crime.

Overview of Actions & Progress

- Reviewed and improved our workforce surveys to ask more relatable and comprehensive modern slavery questions. Implemented worker Modern Slavery assessments at onboarding for high-risk and ad hoc use.
- Implemented targeted thematic training to operational staff to drive awareness in specific areas and topics of the business.
- REC Compliance Assessment completed – 100% score.
- Completed Self-Assessment Questionnaire (SAQ), assessing site practices on labour, health & safety and more to identify and manage social risks. We currently have a management controls score of ‘Good’.
- Provided new trend data to the Home Office supporting new victim identification.

Measure	2022	2023	2024	Commentary
Reports and investigations into Modern Slavery and related concerns	52	40	31	Protect: During 2024 we developed our reporting, which has resulted in defining some cases as ‘other’ investigation types, allowing us to support our workforce more appropriately. We also had a significant increase in supporting authorities with disclosures to progress their investigations, and in preventing potential cases of Modern Slavery from accessing our business by improving our processes.
Disclosures to authorities	28	40	135	Partner & Prosecute: Providing witness statements, supporting investigations, civil suits and such related enquiries from authorities.
Imposters reported to the Home Office	Not recorded	40	129	Prevent: Identifying potential instances of Modern Slavery and exploitation from entering our supply chain.
Whistleblowing reports	Not recorded	40	27	Protect: Supporting and encouraging reporting of any concerns across our business to ensure we address and protect our workforce.

N.B. Year-on-year, we have enhanced our data collection methods, impacting the figures presented. Our focused efforts to prevent Modern Slavery within our operations are

Version	Classification	Author / Owner	Approver	Issue Date
1	Public	Neil Jackson	Steven Aston-Bell	Nov 2025

evidenced by the increase in imposter identifications. We maintain a culture that encourages reporting concerns and proactively identifying human rights violations, particularly regarding Modern Slavery and exploitation.

The table below shows measures implemented by Compliance.One in recent years and provides commentary on the status of each measure and future or ongoing actions being progressed.

Measure	Commenced	Status	Concluded Actions	Ongoing Actions
Conduct due diligence checks to identify and assess potential Modern Slavery risks in our operations and supply chains.	2021	Ongoing	Modern Slavery Gap analysis conducted in 2021; actions identified and risk rated. Hotspots targeted and addressed. Increased training, awareness and identifying imposters supports actions completed.	New Modern Slavery Gap Analysis to be conducted with a 5-year roll-out plan.
Take appropriate action to address any identified risks and work with our suppliers and partners to improve their practices.	2022	Ongoing	Labour suppliers reduced and audited, with a full review completed of the audit process during 2023. Suppliers contacted to review practices and audit Modern Slavery commitments. Focus on using UK-based labour suppliers, preferably GLAA licensed. Round table workshops have been delivered via SAMS and Staffline.	Update our standard terms and conditions to include contractual commitments. Continue engaging in anti-slavery working groups.
Support our customers and suppliers by sharing our experiences to help with their employee awareness and policy/processes development.	2020	Ongoing	Developing and maintaining key relationships with customers is and will always be ongoing. Connected with third-party vendors to discuss and review Modern Slavery awareness. Collaborative and educational round tables have been rolled out.	Continue round table/training sessions to raise awareness, share case studies and build contacts within target hotspot areas.
Encourage and support the reporting of any suspected cases of Modern Slavery and human trafficking.	2021	Ongoing	Created control logs to monitor and develop insights into investigations. Raising awareness and support to encourage reporting via training and educational tools has been evident in the number of internal cases reported (2021-2022 saw a 6.6% increase, 2022-2023 saw a 42.4% increase*).	Continue to encourage and train staff and workers to raise reports for all suspicious activities. Drive increases in reporting figures by promoting teamship and communication.

Version	Classification	Author / Owner	Approver	Issue Date
1	Public	Neil Jackson	Steven Aston-Bell	Nov 2025

Measure	Commenced	Status	Concluded Actions	Ongoing Actions
Protect our employees against any human rights violations, their freedom of movement and association, against unfair recruitment practices, and ensure they have access to internal and external grievance mechanisms.	2020	Ongoing	Developed the worker handbook and published it in other languages to support accessing help and reporting mechanisms. Ensure adequate training is provided and campaigns are accessible. Attend hotspot areas with the support of customers to directly access workers to educate and inform of indicators and internal and external reporting mechanisms.	Continue engagement with the support of customers to directly access workers to educate and inform of indicators and internal and external reporting mechanisms. Attend government meetings to support shaping new legislation and policy.

* Internal reporting was for all case types, not purely with a Modern Slavery focus.

Collaboration and Communication

At Compliance.One, we are committed to maintaining the highest standards of integrity in all areas of our business, with a particular focus on preventing modern slavery and human trafficking. We recognise that tackling these issues requires a proactive and collaborative approach, and we work closely with our suppliers, customers, and stakeholders to uphold these values.

We maintain open and regular communication across our supply chain to ensure that all parties are fully informed of our commitment and responsibilities. By working together, we aim to identify and mitigate risks, share best practices, and strengthen the systems and processes that protect workers. Our team also engages directly with HR and management teams to raise awareness, reinforce compliance obligations, and embed responsible practices across operations.

In addition, we actively collaborate with recognised subject matter experts and external bodies, including those with strong links to the Gangmasters and Labour Abuse Authority (GLAA). Any suspected cases or concerns related to modern slavery are escalated and reported without delay, ensuring swift action and safeguarding of those affected.

To further strengthen our approach, we monitor industry developments, maintain close engagement with regulatory updates, and collaborate with charities and organisations dedicated to tackling labour exploitation. We are also proud to participate in the Stronger Together initiative and utilise the Responsible Recruitment Toolkit as part of our ongoing efforts to place ethical recruitment and modern slavery prevention firmly on our agenda.

Through these combined measures, Compliance.One remains steadfast in its responsibility to protect vulnerable workers, uphold human rights, and ensure that our business and supply chains remain free from modern slavery and human trafficking.

Governance and Oversight

At Compliance.One, we have established robust governance and oversight mechanisms to ensure that our policies and procedures are implemented effectively and that our performance in preventing modern slavery and human trafficking is consistently monitored

Version	Classification	Author / Owner	Approver	Issue Date
1	Public	Neil Jackson	Steven Aston-Bell	Nov 2025

and improved. Responsibility and accountability for compliance with our Modern Slavery Statement rests with our Director, Neil Jackson, who is responsible for overseeing the implementation of all related policies and procedures across the business.

Our approach is based on the principles of safeguarding the welfare and wellbeing of workers, which lies at the heart of our business. This commitment is embedded throughout our processes, management structures, and decision-making. We recognise that the risks associated with modern slavery are dynamic and continue to evolve, and we respond by adapting our systems and introducing new checks as soon as emerging risks are identified.

As part of our commitment to continuous improvement, we actively review and strengthen our procedures, expanding training programmes and developing new monitoring mechanisms to address the latest challenges. Internal audits play a vital role in this process, ensuring that modern slavery information is communicated to stakeholders, and that all staff and partners remain familiar with, and compliant with, our policies.

Our internal compliance investigations team plays a key role in conducting root cause analysis, implementing corrective actions and delivering targeted training. Where appropriate, we also support affected individuals in seeking justice and compensation.

To support transparency and accountability, we maintain a centralised repository of company policies, giving all staff easy access to the latest versions. Policies are regularly reviewed, updated, and clearly communicated, ensuring that our workforce always understands and upholds our core principles, and modern slavery information is prominently displayed in all offices and sites to reinforce awareness and compliance.

Compliance.One has submitted an annual Modern Slavery Statement for over 5 consecutive years, demonstrating our long-standing commitment to transparency. These statements are reviewed and updated regularly to align with the UK Government's statutory guidance, covering the six key pillars of compliance.

We keep our stakeholders informed of our progress and use public reporting to reflect our ongoing efforts to build a responsible, ethical, and socially conscious organisation.

Policies

We have a range of Group policies that reiterate our stance against Modern Slavery. An overview of these is detailed below; all are updated annually.

Policy Name	Overview
Group Whistle-blowing Policy	Details how to report any concerns and to whom, including external parties. How to escalate, what protections are in place for whistleblowers and the framework of responsibility and accountability.
Ethical Trading	Covers the responsibility of protecting worker rights and operating ethically and appropriately across our business and supply chain.
Human Rights Policy	Human rights is covered throughout a number of various policies. The dignity, well-being and human rights of all employees. The commitment, reporting mechanisms and responsibilities across the business.

Version	Classification	Author / Owner	Approver	Issue Date
1	Public	Neil Jackson	Steven Aston-Bell	Nov 2025

Policy Name	Overview
Supplier Code of Conduct	Details the legal and regulatory compliance, human rights and ethical obligations alongside reporting, remedy and relevant contacts.
Preventing Hidden Labour Exploitation	Overarching policy for all workers in any guise to take a proactive stance in addressing hidden exploitation of workers.
Tackling Modern Slavery and Hidden Labour Exploitation	Details responsibility of roles and reporting requirements. Covers the company's commitment. Assessment, action, response, monitoring and communications in relation to Modern Slavery.
Responsible Recruitment	Principles and practices to support ethical, fair, transparent recruitment processes. Covers reporting and responsibilities of employees across the business.
Eliminating Recruitment Costs	Clarity on no work-finding fees; remediation, responsibilities and reporting requirements are covered.
Worker Engagement and Substitution	Clear guidelines on managing worker absences or substitutions, with an awareness of workers sending an imposter and how to identify the signs of Modern Slavery.
Remediation	The commitment to review, revise, remedy and prevent any impact to human rights through our supply chain via various monitoring reports. Covers responsibility, escalation and procedures.
Second Tier Supply	Clarification on the supply types, adherence to authorities and risk awareness. The consideration of due diligence and processes to be followed if engaging a second-tier supply.

Spotlight on Best Practice

Our audit programme assesses compliance with our policies, identifies potential risks, and verifies that our practices align with our commitments to preventing Modern Slavery. During these audits we regularly review worker records and utilise our online software checks, which include reviewing:

- Rights to work in the UK
- Driving licences
- DBS checks
- Qualifications
- Health & Safety training and tenure, in line with Agency Workers Regulations

Future Plans

Compliance.One is committed to preventing modern slavery and human trafficking in all areas of our business. We recognise the complexity and evolving nature of these crimes, which require ongoing vigilance, comprehensive safeguards, and robust measures to protect our workforce, partners, and wider business network. Education, awareness, and empowerment of our employees and stakeholders are central to our strategy, enabling them to identify and report any signs of exploitative practices.

Our commitment to responsible business practices extends beyond labour rights. We actively support local communities and strive to protect the environment. These principles are embedded within our Environmental, Social, and Governance (ESG) strategy, which guides our corporate and governance activities. For Compliance.One, ESG is not merely a

Version	Classification	Author / Owner	Approver	Issue Date
1	Public	Neil Jackson	Steven Aston-Bell	Nov 2025

compliance exercise; it is integral to our decision-making and business operations. This includes our unwavering dedication to combating modern slavery and hidden labour exploitation within our own business and across our partnerships.

Our ESG Committee, comprising senior representatives with deep knowledge of our operations, ensures that our ESG strategy aligns with our broader business objectives and remains relevant within our industry. The scale and reach of our business allow us to collaborate effectively with partners across sectors to raise awareness and address modern slavery across the UK. We actively seek partnerships and work closely with others to protect workers from exploitation.

We are committed to continuously assessing risks and improving transparency throughout our business. Regular reviews of our policies and procedures ensure we address any identified risks promptly and enhance our prevention measures as needed.

Empowering workers is a key part of our approach. We provide guidance to ensure employees understand their rights and know what to expect while working in the UK. We encourage our people to raise any concerns regarding exploitative practices, whether personally experienced or observed, to protect themselves and others.

Through these measures, Compliance.One reinforces its pledge to uphold human rights, promote ethical practices, and maintain a safe, transparent, and responsible working environment across all levels of our organisation and supply chain.

Summary

Modern slavery and human trafficking are complex, global problems that affect industries and supply chains worldwide. These abuses take many forms including forced labour, human trafficking, debt bondage, and other exploitative practices where individuals are coerced or deceived into working under oppressive conditions.

At Compliance.One, the prevention of modern slavery is, and will remain, a high priority for both our own operations and those of our customers. We are fully committed to compliance, protecting human rights, and embedding ethical standards into everything we do.

Our approach includes robust risk assessments, supplier audits, and active engagement with stakeholders, along with decisive remediation whenever concerns arise. We work in collaboration with relevant authorities, law enforcement agencies, and non-governmental organisations to ensure that cases of modern slavery are reported, investigated, and addressed swiftly.

Through our ongoing commitments, we aim to contribute to dismantling the systems that enable exploitation and move towards a future where modern slavery has no place in any business or supply chain.

Compliance.One will continue to assess our risks and transparency throughout our business to identify and establish a company-wide compliant approach to Modern Slavery management.

Version	Classification	Author / Owner	Approver	Issue Date
1	Public	Neil Jackson	Steven Aston-Bell	Nov 2025



This Modern Slavery Statement (2025-2026) was approved by the Chief Executive Officer and the Board of Directors of Compliance.One in November 2025.

Name	Role
Neil Jackson	Director
Steven Aston-Bell	Governance Director

Version	Classification	Author / Owner	Approver	Issue Date
1	Public	Neil Jackson	Steven Aston-Bell	Nov 2025



CONTACT NUMBER

0330 041 5255