

MODERN SLAVERY STATEMENT

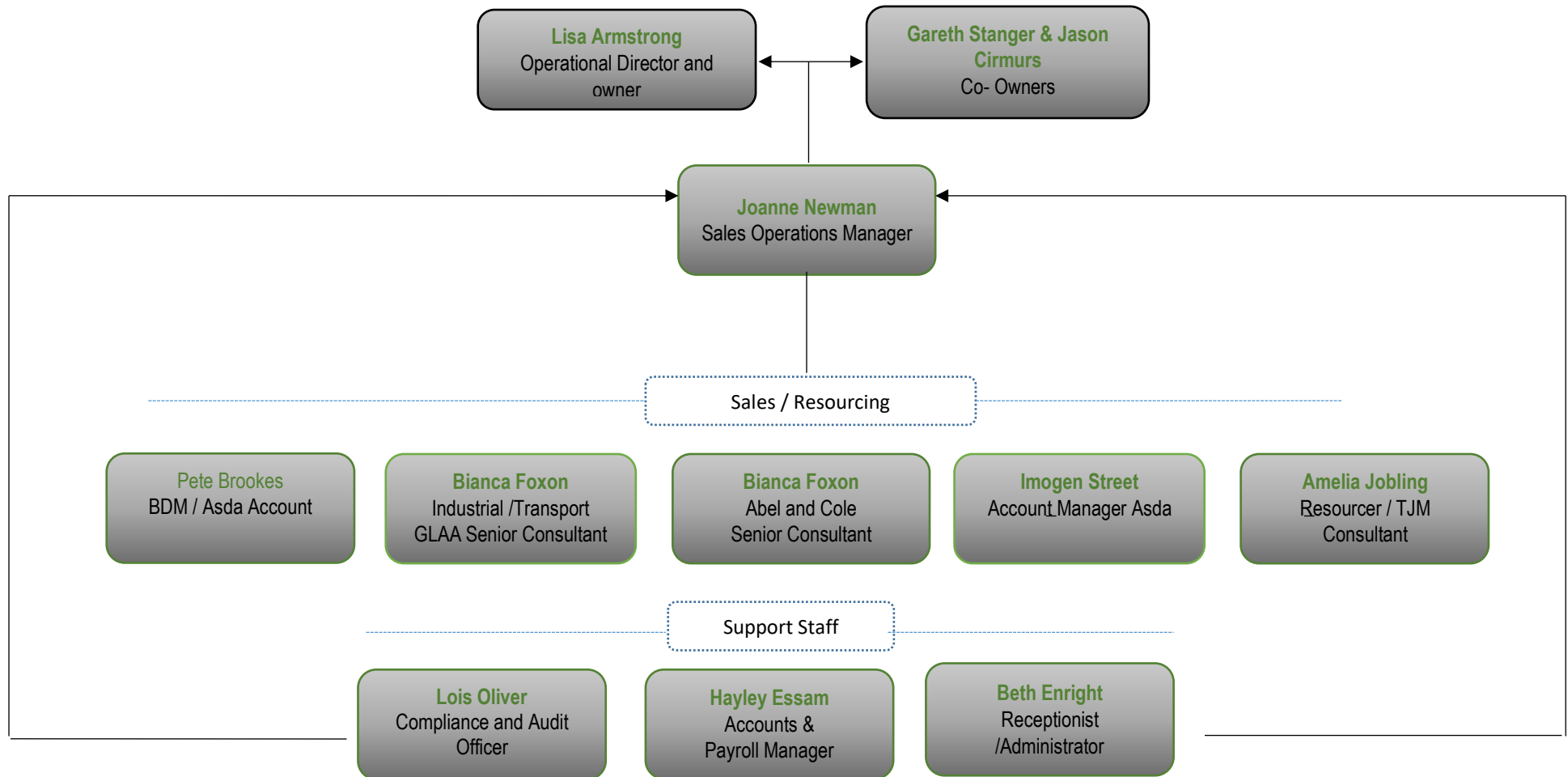
A) ORGANISATION

This statement applies to Active Staff Limited (referred to in this statement as 'the Organisation'). The information included in the statement refers to the financial year 2024 / 2025.

B) ORGANISATIONAL STRUCTURE

The Active Staff Company Organisational Chart detailed overleaf:

1. Active Staff Organisational Chart



C) DEFINITIONS

The Group 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.

D) COMMITMENT

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

Active Staff Limited 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 Active Staff Limited in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. The Group strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in the UK.

E) SUPPLY CHAINS

In order to fulfil its activities, Active Staff Limited's main supply chains include those related to the supply of workers / employment services in the United Kingdom.

F) POTENTIAL EXPOSURE

In general, Active Staff Limited 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.

G) STEPS

Active Staff Limited 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.

We have 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, Active Staff Limited has taken the following steps to ensure that modern slavery is not taking place:

- *Reviewing your supplier contracts to include termination powers in the event that the supplier is, or is suspected, to be involved in modern slavery;*
 - *Measures in place to identify and assess the potential risks in its supply chains;*
 - *Undertaking impact assessments of its services upon potential instances of slavery;*
 - *Embed a zero tolerance policy towards modern slavery;*
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H) SLAVERY COMPLIANCE OFFICER

Active Staff Limited has a Slavery Compliance Officer, to whom all concerns regarding modern slavery should be addressed, and who will then undertake relevant action with regard to the Active Staff Limited obligations in this regard.

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.....L J ARMSTRONG.....

Date.....January 2024...(Updated Org chart July 24).....
