

IN COMMERCIAL CONFIDENCE

# Modern Slavery Act 2015

## COMPLIANCE STATEMENT

### COMPANY BUSINESS MODEL

Within the UK, Advantage is organised into two operating companies or business groups:

**Advantage Resourcing UK** specialises in the recruitment and placing of highly qualified candidates in a variety of business roles, including technical, IT, engineering, finance, accounting, legal and executive support (Crone Corkill).

**Advantage xPO** specialises in providing professional outsourcing services. xPO offers to clients a range of assistance including Recruitment Process Outsourcing (RPO), Managed Service Provider or Program (MSP), also known as Contingent Workforce Management, workforce consulting and procurement, project management, payroll, and functional outsourcing for Corporate divisions.

### COMPANY POLICY

Advantage is committed to its legal, social, environmental and corporate responsibilities.

Advantage recognises the key responsibility it has within the supply chain of skilled labour and professionals to ensure that all individuals sourced, procured or engaged are treated fairly, ethically and in compliance with legislative requirements.

Throughout its core businesses Advantages holds itself accountable for ensuring that it and third party Suppliers are aware of the impact and requirements of the Modern Slavery Act 2015.

### COMPANY TRAINING

All Advantage directors, senior managers and employees are given training to raise awareness of individual and collective responsibilities under the Modern Slavery Act 2015.

We ensure that we are prepared to engage our Clients and third party Suppliers to achieve alignment in the procurement and supply chain to address respective responsibilities of the Modern Slavery Act 2015 in order to implement and maintain an effective and transparent process of compliance.

### COMPLIANCE PROCESS FOR SLAVERY AND HUMAN TRAFFICKING

Regardless of whether sourced, procured or engaged directly or indirectly via third party Suppliers, Advantage ensures a thorough process of compliance with respect to the following minimum requirements in respect of all engagements:

- Obtaining consent from all Workers to represent them as agent to Clients
- Confirmation of the Residency/Right To Work status of Workers
- Compliance with the Agency Workers Regulations to ensure Workers receive fair or enhanced remuneration
- Transparency of rates and charges payable to Workers
- Ensuring Workers are engaged in a legally compliant working environment
- Granting Workers the unconditional right to refuse to provide services to Clients
- Scheduled Compliance Audits and Worker correspondence

### COMPLIANCE STATEMENT SUMMARY

We accept our responsibility as a key entity within the procurement and supply chain of skilled labour and professionals.

We endeavour to achieve the intended outcomes of the Modern Slavery Act 2015 through monitoring the conduct and processes of our business groups in addition to those of our third party Suppliers.