



## UK Modern Slavery Act Statement

This slavery and human trafficking statement are made by SHL pursuant to section 54 of the Modern Slavery Act 2015 (the "Act") for the financial year ending on 31 December 2021. It sets out the steps taken by SHL to ensure that slavery and human trafficking are not present in our business or direct supply chain. This Modern Slavery Act Statement ("Statement") has been published in accordance with the Act and is made by SHL Global Management Limited, SHL People Solutions Group Holdings Limited, SHL Product Limited and SHL Group Limited (collectively, "SHL").

SHL is committed to acting with the highest ethical standards and integrity in all our business relations and ensuring there is no modern slavery or human trafficking in its supply chains or in any part of our business. To fulfil these requirements, SHL established and maintains and enforces systems and controls to help ensure that we are not engaged in slavery or human trafficking anywhere in our business.

SHL brings powerful and transparent AI technology, data science, and objectivity to help companies attract, develop, and grow the workforce they need to succeed in the digital era. We empower talent strategies to unlock the full potential of company's greatest asset, its people. SHL provides an unmatched portfolio of products with engaging candidate experiences based in science and providing companies data-driven insights.

SHL partners with a variety of small and medium size suppliers for most of its local requirements and with the multi-national suppliers for our technology infrastructure. SHL has never been made aware of any slavery or human trafficking activities involving ourselves, or any companies in our supply chain. If we become aware of any such activity or incident, we will take prompt action in accordance with our legal obligations and our moral and ethical commitment to respect human dignity and rights.

SHL considers the risk of modern slavery or human trafficking within our business or our supply chain to be very low due to the nature of the work we perform, the services we consume and our general activities in our business. At SHL we require our suppliers to agree to a code of conduct expressly prohibiting human trafficking or slavery of any kind. We strive to strengthen our supplier review process in each engagement including contract provisions that prohibit of any form of modern slavery.

SHL has a set of internal policies to help ensure that we are conducting business in an ethical and transparent manner, including:

**Recruitment Policy:** SHL maintains robust recruitment policies, including conducting eligibility to work in the UK (or whatever region where a person will be employed) and to confirm against human trafficking or individuals being forced to work against their will or for other's benefit. SHL uses our internal recruiters to source candidates and when we rely on external agencies, we verify the agency's practices before accepting any candidates from the agency.

**Whistleblowing Policy:** SHL maintains a whistleblowing policy in all our various jurisdictions to that all employees are informed that they can raise any concerns about how co-workers are being treated or practices within the organisation, without fear of retribution or reprisal. SHL also maintains an anonymous monitored hotline to allow employees to easily report any concerns and the company is obligated to follow up on any filed complaint.

**Code of Conduct:** SHL has a global code of conduct that clearly states SHL's policies and expectations of all employees as to how we conduct ourselves with each other and our standards of respect. Each employee certifies that they will adhere to the code of conduct every year as part of SHL's compliance program.

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**Andrew Bradshaw - CEO**