



Modern Slavery Statement

Financial Year Ending – 31 December 2025

SHL's modern slavery and human trafficking statement was approved by the Board of Directors of SHL Global Management Limited on 22 May 2026. The statement has been published in accordance with the requirements of the Modern Slavery Act 2015 ("the Act") and is made on behalf of SHL Global Management Limited and its UK subsidiary undertakings that are required to report under section 54 of the Act for the financial year ending 31 December 2025.

SHL is committed to acting with the highest ethical standards and integrity in all our business relationships to ensure that modern slavery and human trafficking do not occur within its business operations or direct supply chain.

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

SHL works with a range of small and medium-sized suppliers to meet local business requirements. Our procurement process includes systematic enquiries into suppliers' compliance with the Modern Slavery Act 2015. All new suppliers, particularly our multi-national suppliers for items such as technology infrastructure, are 100% compliant and have signed up to the requirements of the Act and agree to comply with SHL's Supplier Code of Conduct ("Supplier Code"). Suppliers are subject to ongoing monitoring connected with the nature of services they are providing. SHL has not been made aware of any instances of slavery or human trafficking activities within its operations or supply chains. In the event that SHL is made aware of any such activity or incident, SHL will take prompt action in accordance with its 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 periodically agree to the Supplier Code, expressly prohibiting human trafficking or slavery of any kind.

In 2025, SHL engaged with 150 new suppliers, none of which were identified as presenting as high risk in relation to modern slavery and human trafficking. SHL continues to strengthen its supplier due diligence and review process in each engagement, including contractual provisions that prohibit any form of modern slavery.

SHL maintains a suite of internal policies and provides employee training to help us 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 Hotline: SHL maintains an external whistleblowing hotline that is available 24 hours a day, 7 days a week to all employees globally. Employees are informed that they can raise any concerns confidentially and anonymously about modern slavery or human trafficking without fear of retribution or reprisal. SHL is obliged to follow up on any filed concern.

Code of Conduct: SHL has a global Code of Conduct ("the Code") that includes links to all policies that are connected to the Code. New employees are required to complete compliance training when joining SHL and then again annually as part of the annual compliance program and are required to confirm that they will adhere to the Code and the policies connected to the Code. In 2025 SHL delivered a 100% completion rate for Annual Compliance Training, demonstrating strong organisational commitment to compliance and effective governance.

Supplier Code of Conduct: SHL requires all suppliers to sign our Supplier Code which expressly requires a commitment not to participate in any form or coercive, unjust labor practice.



Andrew Bradshaw
Chief Executive Officer
SHL Global Management Limited