UK MODERN SLAVERY ACT STATEMENT

The Modern Slavery Act 2015 ("MSA") came into effect on 29 October 2015 and requires entities carrying on a business or part of a business in the UK, supplying goods or services, and having annual turnover of £36 million or more to disclose information regarding the steps they have taken to eradicate slavery and human trafficking from their supply chain as well as within their own organization during the previous financial year. This Modern Slavery Act Statement ("Statement") has been published in accordance with the MSA and is made by SHL Group Limited, SHL People Solutions Group Holdings Limited and SHL Product Limited (collectively “SHL”).

UK Modern Slavery Act Statement

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

Business and Organization

SHL is a leading global provider of talent assessment solutions. SHL’s best-in-class product portfolio of science-based assessment tools, benchmark data, predictive technologies and consultancy services drive business results by equipping organizations to assess, select, and develop the right people for the right roles.

SHL UK Supplier and Supply Chain

SHL partners with a variety of small and medium size suppliers for the majority of its local requirements and with multi-national suppliers for items such as technology infrastructure. SHL has never been made aware of any slavery or human trafficking activities involving itself or its supply chain. If SHL becomes aware of any such incident, we will take prompt action in accordance with our legal and moral obligations.

SHL Due Diligence Process for Slavery and Human Trafficking

SHL considers the risk of modern slavery, servitude and human trafficking existing within our business and supply chain to be relatively low. SHL’s suppliers are required to adhere to our supplier code of conduct that includes a prohibition on human trafficking of any kind. We aim to strengthen our supplier review process going forward, including by the inclusion of contract provisions relating to modern slavery in supplier contracts.

SHL Policies

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

- **Recruiting.** SHL maintains robust recruitment policies, including conducting eligibility to work in the UK checks for all employees to help safeguard against human trafficking or individuals being forced to work against their will. SHL uses its internal recruiters to source labour and when it uses external agencies, we verify the agency’s practices before accepting workers from that agency.

- **Whistleblowing Policy.** SHL maintains a whistleblowing policy in EMEA so all employees know that they can raise concerns about how colleagues are being treated, or practices within the organisation, without fear of reprisals. SHL also maintains hotlines available globally. All concerns regarding inappropriate behavior, policy violations or violations of law may be raised on an anonymous basis on these hotlines.

- **Global Code of Conduct.** SHL has global codes of conduct that explain the manner in which SHL behaves as an organisation and how we expect our employees to act.
This Statement is made pursuant to Section 54 of the Modern Slavery Act 2015 and constitutes MGPSL’s slavery and human trafficking statement for the previous financial year (FY17).

Andrew Bradshaw  
On behalf of SHL Group Limited,  
SHL People Solutions Group Holdings Limited and  
SHL Product Limited  
4 April 2018