

Modern Slavery is a term which encompasses slavery, servitude and forced or compulsory labour. Human trafficking is defined as arranging or facilitating the travel of another person with a view to that person being exploited. Thus depriving the individual of freedom and fundamental human rights for financial or personal gain.

Our Commitment

Deploy Recruitment Group (including Deploy Ltd and Deploy Projects Ltd – hereafter referred to as 'The Company') is committed to ensuring total transparency in our business and how we aim to tackle modern slavery throughout our supply chains, which are in strict accordance with The Modern Slavery Act 2015.

The Company apply a strict zero-tolerance policy to any forms of slavery and human trafficking involved in any part of our business or its external supply chains. We require our supply chain to comply with this Statement and policy.

Reports can be made anonymously. We will not tolerate retaliation against anyone who raises a concern in good faith.

We recognise heightened risks within temporary labour supply chains and safety-critical sectors, and we conduct enhanced checks where these risks are present.

Where a supplier or worker-placement arrangement is found to breach this policy, we may suspend supply, conduct an investigation, or terminate the relationship.

Scope of the Business

The provision of Health and safety consultancy and supply of trained and competent labour resources, including to the rail industries.

Due Diligence

The Company policies, processes and procedures currently in place that support the prevention of Modern Slavery and Human Trafficking

- Separate due diligence policy covering modern slavery risks
- Risk management processes
- Training policy
- Whistleblowing & grievance procedure
- Corporate Social Responsibility (CSR) Statement
- Equality & Diversity policy
- Procurement process
- Bullying and harassment
- Responsible procurement

Compliance

All employees and those working on behalf of The Company have full access to this policy within our internal IT systems, as designated by their line manager. The statement is also published on the organisation's website.

The Company will continue to educate those working for us on the risks of modern slavery and human trafficking in the workplace and how it is still prevalent around the world, and that we need to work together to stop this inhumane practice. This will be achieved by raising employee awareness at

induction or during the annual policy review, informing all relevant employees about potential risks and personnel who may be at risk.

Controls

If you suspect or have evidence to suggest that an act of slavery is being committed, either within the company or from an external supplier, your manager must be informed immediately in line with our whistleblowing policy.

All concerns raised will be taken seriously, and any information will be treated in the strictest confidence. False allegations intended maliciously to cause harm to an individual or a company's reputation will not be tolerated under any circumstances; disciplinary action will be taken against the individual, which may result in dismissal.

If anyone working on behalf of The Company is discovered to be intentionally involved in modern slavery activities, a full investigation will take place. Pending the outcome of this investigation, the contract between us and the individual(s) may be terminated with immediate effect, and the appropriate authorities will be notified.

All staff involved in recruitment, onboarding, payroll, or supply-chain engagement receive training on recognising the signs of modern slavery.

Performance and Actions Taken this period:

The following items form the basis of our internal KPI, which the Company will monitor monthly through all internal and external feedback channels and audits. These are submitted to the board meetings.

As a business, we are more than willing to amend or include further items as requested by interested 3rd parties.

- Modern Slavery employees' awareness
- Incidents identified of Modern Slavery
- Incidents identified of Human Trafficking
- Percentage of external providers which have been approved/subject to ongoing monitoring
- External provider (supplier/sub-contractor) non-compliance identified
- Policy remains suitable and has been reviewed (updated as necessary)
- Number of staff checked for eligibility and right to work within the U.K.
- Complaints raised against the business(s) in relation to Modern Slavery or Human Trafficking

Worker Safeguarding

We ensure that no worker is charged recruitment fees, that wages are paid directly and in full, that no worker's identity documents are retained beyond the time scales required by law, and that all workers have access to safe and confidential reporting channels.

Modern Slavery Act (MSA) 2015 Section 54 Statement

Where applicable, the Company will publish an annual Modern Slavery and Human Trafficking Statement in accordance with Section 54 of the Modern Slavery Act 2015. The statement will be approved by the Board of Directors, signed by a statutory director, and published on our website. However, at this time, the Company does not meet the £36m threshold.

Authorisation & Policy Review

The Managing Director is responsible for the contents of this Policy, which will be reviewed and updated as necessary on at least an annual basis.

Signed for and on behalf of, The Company

A handwritten signature in blue ink, consisting of a stylized 'P' followed by a series of loops and a long horizontal stroke.

Paul Smith, Managing Director
12TH January 2026