

Modern Slavery and Human Trafficking Statement Financial Year 2026

Introduction

Regal Personnel Limited (“Regal”) is a global provider of recruitment and talent solutions and managed services, predominantly serving financial services and professional services clients. We are committed to operating in accordance with the Modern Slavery Act 2015 and to conducting business ethically across all our operations and supply chains.

1. Organisation’s Structure, Business, and Supply Chains

- **Structure:** Regal is a private limited company operating from its head office in the United Kingdom. We have a management and compliance team overseeing separate business functions (e.g. search and selection, service delivery, compliance and back-office support, recruitment operations).
 - **Business Activities:** Our core services include talent sourcing, staffing solutions, and managed services.
 - **Supply Chains:** We partner with international vendors and suppliers for software tools, office facilities, training programmes, and professional services. We also subcontract certain processes to specialist agencies (e.g. background-check providers). These relationships span the UK, EU, and other global regions.
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2. Our Policies in Relation to Slavery and Human Trafficking

- We have a **Zero-Tolerance Policy** for any form of slavery, servitude, forced or compulsory labour, and human trafficking.
 - This commitment is reflected in our **Modern Slavery Act Policy, Code of Conduct, and Supplier Code of Ethics**, which require strict compliance from employees, suppliers, and subcontractors.
 - Our policies are reviewed annually and updated where necessary to strengthen anti-slavery controls.
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3. Due Diligence Processes

- **Supplier Risk Assessments:** All new and high-risk suppliers undergo a pre-engagement screening. We assess their labour practices, certifications, and compliance with our Supplier Code of Ethics.
- **Ongoing Monitoring:** Existing suppliers are regularly reviewed through audits and questionnaires to ensure continued compliance.
- **Contractual Obligations:** Our standard contractual terms require suppliers to abide by anti-slavery and anti-trafficking laws.

4. Identified Risk Areas and Steps Taken

- **Risk Mapping:** We have identified potential risk areas in global recruitment processes, third-party subcontracting, and outsourced administrative services.
 - **Mitigation Measures:**
 - Conducting background checks on new suppliers.
 - Requiring suppliers to confirm acceptance of our Modern Slavery Act Policy.
 - Investigating and acting swiftly on any flagged concerns or reports of suspected slavery.
 - In higher-risk geographies, we use local experts or compliance services for deeper due diligence.
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5. Measuring Effectiveness with Performance Indicators

To evaluate how effectively we are preventing slavery and human trafficking, we track and report on the following:

- **Number of Supplier Audits Completed:** We set annual targets for audit coverage across all key suppliers.
- **Compliance Rate:** Percentage of suppliers meeting or exceeding our anti-slavery standards.
- **Incident Reports and Resolutions:** Number of reported concerns regarding modern slavery, how quickly they are investigated, and the corrective actions taken.
- **Training Completion Rate:** Percentage of staff who have completed mandatory modern slavery and ethical conduct training on schedule.

We review these key indicators annually and update our approach based on the results.

6. Training and Capacity Building

- **Employee Training:** All Regal employees, including new starters, complete mandatory training on modern slavery, human trafficking risks, and ethical business practices. Refresher courses are conducted annually.
- **Leadership Accountability:** Managers receive additional training to identify and respond to early warning signs of modern slavery in high-risk operational areas.
- **Supplier Workshops:** We occasionally host workshops or provide written guidance to our suppliers on best practices for eliminating modern slavery risks within their organisations.

Reporting Concerns

If any employee, supplier, or third party suspects modern slavery or human trafficking, they can report it in confidence by emailing compliance@regal-cloud.com. We assure no retaliation will occur for raising concerns in good faith.

Governance and Sign-Off

This statement has been approved by Regal's Board of Directors. It reflects our ongoing commitment to actively prevent modern slavery and human trafficking in our business and supply chains.

Date: 26th March 2026

Authorised by:

Signed by:

Jamie Clarke

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Director

26/3/2026