



Human Rights Policy Statement



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Scope and Purpose

We recognise that businesses have the responsibility to respect human rights and that responsible business can contribute meaningfully to safeguarding human rights. At PageGroup, we believe that our business can only flourish where human rights are protected and respected. We are committed to respecting the human rights of everyone we come in contact with, both through our business, and within the communities in which we operate. We are also conscious that this is important to all our stakeholders, including our employees, workers, shareholders, investors, customers and the communities in which we operate.

This Human Rights Policy Statement contains over-arching principles which are embedded into our policies, procedures, and systems. It is designed to help us ensure that human rights are upheld across our operations and our value chain.

This Policy Statement applies to all PageGroup's directors and employees including those within our worldwide subsidiaries and affiliates. It also applies to our partners, vendors, suppliers, and contractors. It works in parallel with other relevant policies and procedures, including our Supplier Code of Conduct and our Employee Code of Conduct which instruct our suppliers and employees to conduct operations with honesty and integrity.

PageGroup is a signatory of the [United Nations Global Compact](#) and respects and supports all its principles, including those regarding human rights and labour. In our efforts to respect and uphold internationally recognised human rights, we are guided by international norms and standards including:

- [International Bill of Human Rights](#)
- [International Labour Organization's Declaration on Fundamental Principles and Rights at Work](#)
- [OECD Guidelines for Multinational Enterprises](#)

In instances where there is a discrepancy between national law and international human rights standards, we will follow the higher standard; where they are in conflict, we will adhere to national law, but we will endeavour to respect international human rights to the greatest extent possible.

Our Vision

As one of the world's largest recruitment companies, our purpose states that 'PageGroup changes lives'. It is the reason we are in business and our purpose is underpinned by core values which have always been at the heart of our business.

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We prohibit discrimination, forced, trafficked and child labour. We are also committed to safe and healthy working conditions, the dignity of the individual, employee engagement including effective information and consultation procedures.

Responsible Sourcing

We believe that a responsible supply chain is critical to the success of our business. In our business dealings, we expect our partners and suppliers to adhere to business principles consistent with our own principles and core values. We therefore work hard to ensure our partners and suppliers share our responsible values and that we, in turn, treat them with trust and transparency.

We will not tolerate discrimination based on race, caste, religion, age, disability, gender, marital status, sexual orientation, gender identity, or union membership by any of our partners or suppliers.

We promote a diverse, inclusive and equal workplace both internally and externally. Every employee is expected to treat everyone with whom we have contact with dignity, courtesy and respect. At PageGroup we believe staff employed by our suppliers, whether permanent or temporary, should have the same basic rights to be treated with respect and dignity at work as our own employees. There should be no discrimination based on race, colour, ethnic or national origins, marital status, family circumstances, age, disability, sexual orientation, gender identity, political or religious belief, union membership or political affiliation. Furthermore, we expect our Suppliers to embed diversity into their own hiring and talent development processes.

Addressing Human Rights Impacts

We recognise the importance of taking steps to identify and mitigate any actual or potential adverse human right impacts which we may be involved in, directly or indirectly, through our own activities or through our business relationships.

We understand that human rights due diligence is a dynamic process that requires particular attention at certain stages in our business activities, such as onboarding new partners and suppliers, or where there is a change in business strategy.

We are also conscious that we operate in certain countries with inherently higher risks of human rights abuses. We understand this means that we must put in place additional due diligence to assess these risks and address them effectively. We also pay particular attention to those individuals or groups who may be at greater risk of adverse human rights impacts due to their vulnerability.

Effective Remedy

We place great importance on providing effective remedy wherever human rights impacts occur. We continue to build the awareness and knowledge of our employees and workers on human rights

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issues, including labour rights, encouraging them to speak up, without retribution, about any concerns they may have, by using our company grievance mechanisms or the PageGroup Speak Up line. We also promote the provision of effective grievance mechanisms by our partners and suppliers.

Empowering Women

Around the world many women face discrimination and disadvantage and lack access to skills and training. Women also face barriers to their active participation in the economy. They often lack the protection of basic rights and laws. Further, we understand that poverty, discrimination, and violence against women are also major barriers to opportunity.

Women are integral to our business model and growth ambitions. We seek to manage and grow socially responsible businesses where women participate as equals.

PageGroup is committed to protecting women in the workplace through policies prohibiting discrimination and harassment and adherence to local laws regarding discrimination and harassment.

We are committed to providing the same employment opportunities, both in hiring and in advancement, to women as to men. PageGroup not only respects the rights of women but also encourages support for the increased role of women in the workplace and in society.

Protecting Minority Groups Rights

PageGroup recognises that certain groups such as the disabled and ethnic minorities may be at greater risk of negative human rights impacts due to their vulnerability or marginalisation.

We are committed to protecting all employees and everyone we have relationships and have contact with through our business and in the communities in which we operate from discrimination and harassment based upon these characteristics and others protected by the law. This commitment is underpinned by our company policies on Diversity and Inclusion which are also designed to ensure that minority groups have the same access to employment opportunities as other members of staff.

Providing a Safe Work Environment

To further its commitment to respecting human rights and promoting the dignity of the individual, PageGroup, through various policies and processes, seeks to provide a safe working environment.

We seek to provide a diverse, inclusive workplace for our employees which allows them to perform their work to the best of their abilities and free from discrimination and harassment. PageGroup seeks to provide equal opportunities for employment and advancement for everyone.



PageGroup also seeks to provide a workplace free from business-related injury or illness. PageGroup complies with all health and safety laws and regulations and provides workplace safety training to its employees. PageGroup tracks injuries occurring in the workplace and will change its processes to reduce the risk of injury to its employees as needed. Our employees are encouraged to report any unsafe conditions which they observe and any employees reporting such conditions are protected from retaliation.

Our Employee Code of Conduct and our Supplier Code of Conduct make it clear that we expect our own people, and everyone employed by our suppliers, whether permanent or temporary, to be treated with respect and dignity at work and we believe employment should always be chosen. There must be no forced, bonded or involuntary labour. Employees must not be required to lodge monies or identity papers to be able to work and must be free to leave employment after the giving of reasonable notice.

Our Governance

It is our aim to regularly review, consult and communicate our policy to our employees, clients, stakeholder, suppliers, and all persons working for or on behalf of PageGroup. This would help to promote awareness of human rights issues and secure the support of the above groups in driving our objectives.

The plc Board provides ultimate oversight and governance over PageGroup, including the Sustainability programme. PageGroup's Sustainability Committee is a formal sub-committee of the Board with responsibility for the management and oversight of the Sustainability programme, including our human rights performance.

The Sustainability Committee is committed to continually improving our performance by regularly reviewing our impacts, and on an annual basis, updating this policy.

This policy has been approved by PageGroup Sustainability Committee.

KELVIN STAGG
Chief Financial Officer
Chair of the Sustainability Committee

02 October 2023

