

UK

**Modern
Slavery**
Statement

Introduction from **Nicholas Kirk, CEO, PageGroup PLC**

PageGroup's purpose is to change lives. We are therefore fully committed to preventing acts of modern slavery and human trafficking from occurring within our business and the supply chain.

Our Employee and Supplier Codes of Conduct make clear that we expect our own people and everyone employed by our suppliers, whether on a permanent or temporary basis, 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.

We are publishing this statement to explain the actions we have taken to mitigate modern slavery within our business and supply chain and the steps we intend to take next year as part of our programme of continuous improvement.



Nicholas Kirk
Chief Executive Officer

June 2026

Our business

PageGroup is a worldwide leader in specialist recruitment, with a global presence of 7,000 people in 34 countries across the UK, Europe, Middle East and Africa, Asia Pacific and the Americas. Our brands are made up of specialised recruitment teams that operate across 14 disciplines, and provide temporary, contract and permanent solutions. The Group's strategy is driven by our purpose of changing lives and being customer-led, people-powered and insights-driven. Further details of our business model can be found on page 9-14 of [2025 Annual Report & Accounts](#).



As a people business, our culture is key to our success. It is shown through our purpose, values and service delivery. Our focus internally is to promote a strong sense of belonging, ensuring that all our employees are seen, heard and understood. Our services and business relationships are grounded in respect for individuals, fair recruitment practices and respecting workers' rights. We do this against a backdrop of complying with local obligations and legal requirements in the markets in which we operate.

Though we acknowledge that modern slavery can occur within any sector and supply chain, we consider our business model to be relatively low risk. This is due to our people-focused culture, the skilled nature of the roles we place, and supplier monitoring using EcoVadis, an ESG tool. However, we acknowledge that a higher risk exists within areas such as temporary working arrangements,

and in the supply chain of certain products/services, such as computers, office furniture, and cleaning services.

Recognising its importance, we remain dedicated to taking action against modern slavery. This year, we reviewed the UK Government's updated guidance and have implemented improvements by, for example, updating our risk assessment process. We also identified further actions to drive continuous improvement as set out in our next steps below. Our statement herein, relating to our UK business, outlines steps taken to identify, assess and manage risk during FY25, as well as our future plans. It is made pursuant to section 54(1) of the Modern Slavery Act 2015 for the financial year ending 31 December 2025, and was approved by the PageGroup plc Board on 28 May 2026.



Governance

Our corporate culture and governance structure underpin accountability for our modern slavery programme across our organisation. The roles and responsibilities for addressing modern slavery risks are set out below:

Governance structure	Responsibilities
Main Board	The Main Board is responsible for the approval of this statement; the CEO signs, and has accountability for our modern slavery approach.
Sustainability Team	The Sustainability function is responsible for external reporting, including our UK Modern Slavery Statement, and regularly reports on sustainability matters to the Sustainability Committee (formal sub-committee of the Board) and the Main Board.
Functional Teams	Day-to-day management and processes and controls are owned by relevant functional teams (e.g., Procurement, Compliance, Middle Office, HR).

Policies

Our human rights policy reflects our commitment to acting ethically and with integrity, and a zero-tolerance approach to discrimination, forced or child labour, and any form of human trafficking. We are guided by international standards including:

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

Our colleagues and suppliers are expected to comply with all laws and regulations in line with our codes of conduct, and we encourage any misconduct concerns to be raised through the relevant internal channels or our 24-hour confidential, third-party operated Speak Up helpline. Policies are available on our intranet and website (page.com):

- [Employee Code of Conduct](#)
- [Supplier Code of Conduct](#)
- [Human Rights Policy Statement](#)
- [Whistleblowing \(Speak Up\)](#)

Assessing & managing risk

We acknowledge that modern slavery can occur within any sector and supply chain. Recognising there is a higher risk within certain geographies, sectors, labour types, and products and services, we assess risks based on these factors in relation to the following categories:

- Our own employees
- Our customers – clients, candidates and temporary workers.
- Our supply chain

This year, the sustainability team refreshed the risk assessment exercise. Our process includes mapping our internal data by country, supplier type and role type, and using external resources to identify and prioritise any risk hotspots associated with these factors.

Data resources referenced:

- UNEPFI Human Rights Toolkit
- Global Slavery Index
- WageIndicator - Labour Rights Index
- ITUC Human Rights Index
- EcoVadis reports

Overall, we have assessed our operations and supply chain to be relatively low risk for modern slavery. As a professional services firm with a strong people culture, any risks concerned with our own employees is low. In respect of our customers, though we operate across many sectors, our core services relate to placements in skilled professional, technical and clerical roles, rather than those traditionally involving low-skilled or migrant workers. This is also the case for temporary workers we place in the UK.

Regarding our supply chain, we aim to work with a small range of strategic suppliers across the key services that support our operations, including property and facilities management, technology, marketing, legal and other business services. Therefore, we have good visibility of and close relationships with our suppliers. However, we recognise heightened risks within the supply chains of certain products and services we procure, including electronics (laptops/mobile phones), coffee, timber and textile materials (for office fit outs), waste management and cleaning, couriers and hospitality. We acknowledge the need to continue to increase our network within EcoVadis to further improve visibility of our suppliers' management of their onward supply chains (i.e., our indirect/tier 2 suppliers).

Due diligence

Our core values and policies shape our responsible approach to business and underpin an established set of due diligence measures that support with the prevention of modern slavery:

Our customers

- We prohibit the charging of fees to candidates either directly or indirectly in order to receive our recruitment services.
- Background compliance checks are performed for permanent and temporary candidate placements (e.g., identity verification, right to work) in line with our legal obligations.
- For temporary workers, clients are required to provide information such as working location, hours, and health & safety risks/mitigation procedures.
- Our consultants conduct check in calls with candidates through the life cycle of a placement.
- A monthly audit is undertaken by the Compliance Team to ensure compliance with our policies; this is also reviewed as part of Internal Audit.
- To coincide with our efforts to continuously strengthen our approach, this year, we implemented weekly duplicate checks for candidate bank details and contact information to help identify and stop potential cases of identity misuse, exploitation, or payment diversion.

Our suppliers

- We request ESG information at RFP stage/onboarding (e.g., EcoVadis scorecard, relevant ISO certifications, modern slavery/human rights policy).
- Our suppliers are required to comply with our **Supplier Code of Conduct**.
- We periodically assess supplier risk through the EcoVadis platform, which includes a report for non-compliance with modern slavery requirements, and a scorecard that evaluates the company's overall ESG performance, covering the topics of labour, human rights and sustainable procurement. This year, we have conducted further outreach to increase uptake within our supplier population: 53% of our strategic suppliers now share their scorecards, up from 30% last year, and 39% of all suppliers are now sharing scorecards with us.

Our employees

- Fair pay ('Living Wage') is in place in the UK for all permanent employees, and all employment contracts meet legal requirements.
- We have a comprehensive set of people policies covering our workforce, and a strong culture of inclusion.

Our participation in external programmes and accreditations underline our commitments and demonstrate the progress we have made to date:

- Since 2021, we have participated in the **UN Global Compact** communication on progress, and we commit to its ten principles, including in the areas of Human Rights & Labour.
- In 2025, PageGroup achieved an **EcoVadis Gold rating**, obtaining high scores across all topics including Labour & Human Rights: 81/100 (+21) and Sustainable Procurement: 70/100 (+10).

Training & awareness

Our employees and suppliers, through our codes of conduct, are made aware of their obligation to uphold our human rights principles. We recognise the importance of capacity building to support compliance procedures and the process for reporting concerns:

- Our consultants are provided with compliance training related to permanent and temporary placements, available on-demand through our learning platform (MyLearningHub).
- Our procurement team undertake certification and annual refresher training via the Chartered Institute of Procurement and Supply (CIPS). This covers key human rights legislation, how to identify modern slavery within the supply chain and what to do if it is suspected.
- Our Employee Code of Conduct and whistleblowing mechanism (Speak Up) is communicated to all colleagues through onboarding training and made available externally on our website.

To ensure continuous improvement, we acknowledge the need to provide signposted training to inform all colleagues of their role in preventing modern slavery, how spot the signs, and how to raise concerns. Therefore in 2026, we plan to introduce a modern slavery training that is shared with all UK employees.

Monitoring & effectiveness

We're committed to high standards of integrity, and it is important that any wrongdoing is reported and dealt with properly. We encourage anyone who works with us to Speak Up if they see or hear something that doesn't feel right. Speak Up is a whistleblowing facility that allows our stakeholders to confidentially raise concerns about serious misconduct such as illegal activity or ethical breaches. The mechanism reflects our commitment that any genuine concerns will be taken seriously, dealt with appropriately, and that reporters will be protected from retaliation. Issues raised via Speak Up are tracked by senior management and our People & Culture team. Our Internal Audit function monitors the effectiveness of the mechanism. In 2025, no incidents of modern slavery were identified.

As part of this year's review against the latest UK guidance, we have implemented further actions to drive continuous improvement. We have updated our risk assessment process, implemented an additional compliance check, and increased oversight of our suppliers. In FY26, we plan to:

- Continue existing training, and annual certification of non-UK businesses regarding incidences.
- Explore external collaboration opportunities, recognising the importance of external stakeholder insights.
- Consider introducing additional KPIs to ensure we are tracking improvements.
- Consider expanding our cross-functional working group for modern slavery and human rights.
- Continue to seek improvements in due diligence processes (supply chain and client onboarding).
- Review how we can align/roll out our modern slavery approach globally.
- Provide signposted modern slavery training for UK employees through an awareness campaign.

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