

GLOBAL STATUS

Experis Limited is a subsidiary of ManpowerGroup Global, Inc. which is the World's workforce expert.

In January 2006, Manpower was the first global corporation to sign up to the Athens Ethical Principles. The Principles declare a "zero tolerance" policy for working with any entity benefiting in any way from human trafficking, including clients, suppliers and business partners. The Athens Ethical Principles are an initiative of the "End Human Trafficking Now!" (EHTN!) campaign, built on a partnership of corporations, organizations and committed individuals. The campaign is endorsed by a host of global organizations including the United Nations High Commissioner for Refugees and the International Labor Organization.

WORLD'S MOST ETHICAL COMPANIES

In 2015, ManpowerGroup was named to the Ethisphere Institute's World's Most Ethical Companies list for its proven commitment to ethical leadership, compliance, corporate social responsibility and business practises at large. ManpowerGroup has been recognised for five consecutive years. For more than 65 years Manpower has built a corporate culture of trust, integrity and accountability. Conducting business in an ethical and responsible manner is part of our company's DNA. A commitment to human rights, fair labour practises and ethical business dealings is essential to our principles-based culture and is recognised both inside and outside our company. Every year, as part of our ManpowerGroup Annual People Survey, we ask our colleagues for feedback on our ethical standards. The response has been consistently positive.

CODE OF BUSINESS CONDUCT AND ETHICS TRAINING

Our Code of Business Conduct and Ethics provides guidance to all of our colleagues and partners on the conduct of our business according to the highest ethical standards. We have grown and prospered with a culture of honesty, integrity and accountability. The Code contributes to our future success by helping to maintain this culture. The Code and our other ethics policies help to focus everyone on areas of ethical risk, offer guidance in recognising and dealing with ethical issues and provide mechanisms to report unethical conduct without fear of retaliation. All colleagues are required to complete training and certification annually to build their training and knowledge. Our code provides a compliance hotline for employees to inform (on an anonymous basis) any concerns with activities of the Company or the supply chain.



HUMAN RIGHTS

As workforce solutions experts, we are committed to respecting internationally proclaimed human rights and fair labour practises and to embedding these practises into our operations. We understand the importance of protecting and promoting fundamental principles and rights at work. Our standard practises are designed to protect these rights throughout the recruitment, selection and employment of our employees and the individuals that we place on assignment with our clients. We also participate in a number of local, national and international activities that work to eradicate human trafficking and child labour and promote diversity in the workforce.

OUR PROCESSES

Within the United Kingdom, Experis Limited:

- is a member of REC (the Recruitment and Employment Confederation) and Apsco (the Association of Professional Staffing companies) which are the relevant forums within the UK for the recruitment industry
- is an affiliate of Manpower UK Limited who is a founding member of SAFERjobs (Safe Advice for Employment and Recruitment). This is a Recruitment Industry Counter-Fraud Forum, which is a non-profit making organisation created to raise awareness and combat criminal activities that may be attempted on those within the industry or through the services provided by the industry. SAFERjobs works with the Metropolitan Police, Department for Business, Innovation and Skills (BIS), Department for Work and Pensions (DWP), Trading Standards, City of London Police, recruitment industry trade associations and private sector recruitment businesses.

We have rigorous policies and processes in place to ensure compliance with all relevant legislation to the Services that we provide. These include:

- Our onboarding process is designed to ensure that all checks are made on candidates prior to commencement of services
- Our compliance team undertake both internal and external audits and we are also subject to client audit on a regular basis
- Our payroll team carry out regular checks on worker bank details to identify potential illegal behavior, e.g., sharing of bank accounts and addresses
- Our online system allows workers to verify their details and payments whenever they wish

SUPPLY CHAIN

Within our UK supply chain, we seek positive assurance that suppliers agree to comply with the principles of our Corporate Social Responsibilities Policy, which forms part of the contract with supply chain, and where appropriate, we carry out due diligence on prospective suppliers, as well as auditing existing and prospective suppliers with regard to legal and contractual compliance.

We take a risk-based approach to addressing concerns that may arise from our supply chain and we monitor their activities through review and discussion. We expect all suppliers to operate in accordance with our Supply Chain Business Partner Policy. We procure that our supply chain flow these terms down to their own suppliers and subcontractors

We review our policies and procedures on a regular basis to ensure not only ongoing compliance

to our standards but that our supply chain shares the same principles and commitment to the Modern Slavery Act.

There have been no reported breaches of the Modern Slavery Act within our business in 2019.

2020 ACTION PLAN

We have identified the following actions plans for 2020:

- Consolidation of the supply chain in our resource marketplace resulting in enhanced due diligence of the supplier's history and trading before being admitted to our supply chain list



Mark Cahill
Managing Director
01 January 2020