

## The Recruitment Org's Commitment to Combating Modern Slavery

### **Modern Slavery Statement by The Recruitment Org**

At The Recruitment Org, we stand firmly against all forms of forced labor and modern slavery within our operations and supply chains. We believe in the power of collaboration between businesses and governments to address and progress on this intricate issue.

### **Our Approach and Governance**

The Recruitment Org, including all its subsidiaries and associated entities, is dedicated to fulfilling our obligations under the Modern Slavery Act. We are proactive in implementing measures to ensure that modern slavery does not occur in our business or supply chains. Through comprehensive risk assessments and transparent engagement with our suppliers, we are committed to mitigating the risks of modern slavery.

A centralized governance framework supports our efforts, allowing us to monitor and manage modern slavery risks effectively. Our Board of Directors oversees this framework, approving our annual Modern Slavery Statement to ensure accountability and transparency.

### **About Us and Our Supply Chain**

As a prominent member of the global staffing industry, The Recruitment Org operates across a network of locations, serving thousands of clients through our extensive office network in the Asia-Pacific region and beyond. Our mission to create life opportunities is supported by our substantial workforce and commitment to ethical employment practices.

Our supply chain is diverse, including partners in software, technology, and various service providers. We conduct due diligence to ensure these partners share our commitment to ethical practices and awareness of modern slavery risks.

### **Risk Assessment and Supply Chain Assurance**

Our risk assessment process combines industry-specific and geographical risk factors, allowing us to evaluate our suppliers comprehensively. We aim to ensure that our first-tier suppliers, especially those in high-risk categories or locations, understand and mitigate the risks of modern slavery.

In response to the COVID-19 pandemic, we heightened our focus on the increased risks of modern slavery due to economic and operational disruptions. Our proactive engagement with clients and suppliers aimed to mitigate these risks, emphasizing worker rights and safety.

### **Awareness and Training**

Raising awareness about modern slavery is crucial to our strategy. Our policies, including our Code of Conduct and Modern Slavery Statement, are accessible to all employees, who are encouraged to report any concerns through multiple channels.

### **Sustainability Committee and Future Actions**

Our Sustainability Committee, replacing the Modern Slavery Working Group, broadens our focus on corporate responsibility and sustainability, including modern slavery risks. Chaired by our Chief People Officer, the committee ensures that our strategies for combating modern slavery are integrated across our operations.

### **Commitment to Improvement**

The Recruitment Org is committed to continually improving our approach to combating modern slavery. Our future goals include enhancing performance measures, refining supplier engagement, updating internal policies, and ensuring modern slavery clauses are included in all contracts.

This statement, endorsed by our leadership, reaffirms our dedication to safeguarding human rights and dignity for all within our operations and supply chains.

### **Statement Approval**

This statement has been formally approved by our Board of Directors, underscoring our collective commitment to combating modern slavery across our operations and supply chains.