

## **Modern Slavery and Human Trafficking Statement 2024**

This statement is made on behalf of Conexia, Peregrine, Veredus and ThirtyThree (collectively known as “Aquest”). It continues to be our priority to ensure that we trade ethically, source responsibly and work to prevent modern slavery and human trafficking throughout our organisation and in our supply chain. We are committed to playing our role by ensuring that through our management and operations we have the systems, policies and processes in place to identify any potential instances of exploitation and, if found, eradicate modern slavery in all its forms from our business and supply chain. We are also taking the appropriate steps to ensure that everyone who works for an Aquest business benefits from a working environment in which their fundamental human rights are respected and anyone that we do business with also upholds these principles.

### **Organisation's structure and businesses**

The group is comprised of four business units: Peregrine, Conexia, Veredus and ThirtyThree. Our businesses are uniquely equipped to deliver sustainable value for employers in a complex and changing world, and deliver our services in:

- Employer Branding and Marketing Solutions
- Talent-as-a-Service
- End-to-End Volume Resourcing Solutions
- Executive and Specialist Recruitment
- Digital HR Management and Transformation

### **Our supply chains**

We recognise that our supply chain is critical to our success. We therefore seek to build lasting relationships, treating our suppliers fairly and paying promptly. We want to work with suppliers who share our values and support our commitment to the prevention of modern slavery and human trafficking.

As such, Aquest only engages suppliers who comply with our Supplier Charter, our policies and values, and the successful completion of our rigorous due diligence assessment.

### **Our policies on slavery and human trafficking**

The following company policies support us in mitigating the risks of modern slavery in our business and supply chain. They apply to all our businesses and are available to all colleagues via our intranet site. The policies are managed by relevant functional heads such as HR and Commercial & Procurement; are imbedded in our company-wide Risk Management Standard; and are continuously reviewed and updated.

# AQUEST

- Code of Conduct

The Aquest Code of Conduct describes what we must do and how we must behave to ensure we have the trust of all our stakeholders. It summarises in one place elements of our key policies, and the standards and procedures which support them.

- Procurement Policy – responsible sourcing

Setting out what our suppliers should expect from us when we buy goods and services and the requirements that must be met by every one of our businesses. This includes operating responsible business procurement practices with clear and fair procurement processes and paying promptly in accordance with payment terms.

- Procurement Standard

The Standard defines the key requirements to support us in delivering the commitments of our Procurement Policy.

- Supplier Charter

We expect our suppliers to follow the same high standards of integrity and ethical business practices as outlined in the Charter. Our Supplier Charter sets out the values, behaviours, and conduct – including zero-tolerance to any form of modern slavery – that we require all suppliers, their employees, and contractors to demonstrate. Among other conditions, adherence to the principles of our Supplier Charter is a prerequisite to engaging a new supplier.

- Speaking Up Policy

Aquest's commitment to speaking up about serious concerns, detailing how any person working at or with Aquest, including those employed in our supply chain, can raise concerns or 'whistle blow' and the channels available to do so confidentially, responsibly and effectively and without fear of repercussions. This policy is supported by a fully anonymized online form which is accessible to all stakeholders.

- Diversity & Inclusion Policy

This ensures that we foster a fair and inclusive workplace. Where our people are valued, their differences are respected, and discrimination is eliminated. Our policy is supported by a mandatory Diversity and Inclusion training module for all colleagues that needs to be taken annually.

- Human Rights Policy

Ensures appropriate procedures are in place to mitigate the risk of potential breaches of international human rights standards, including the United Nations' Universal Declaration of Human Rights (UDHR), the International Labour Organisation (ILO) core conventions on Labour Rights, and the Modern Slavery Act.

## **Risk Management and due diligence processes for slavery and human trafficking**

All contract risks, including potential human rights, modern slavery and human trafficking risks, are managed and monitored through the contract lifecycle, as per our Risk Management Standard. This requires rigorous assessment at contract, business unit and review at executive level.

In line with our company policies, we also have in place systems to:

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.
- Protect whistle blowers through our Speaking Up Policy and procedures.

## **Supplier adherence to our values**

We have zero tolerance to slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our values we have in place a supply chain compliance programme as set out in the Supplier Charter.

## **Training**

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to our staff.

## **Our effectiveness in combating slavery and human trafficking**

Our Supplier relationship management enables the close management and monitoring of our supplier compliance to our policies, Supplier Charter and applicable legislation and regulation. We assess the effectiveness of the steps we take by review of (i) the effectiveness of our supplier risk assessments; (ii) completion of colleague training; and (iii) our internal reporting processes. No reports have been received from employees, clients, suppliers, or law enforcement agencies to indicate that modern slavery practices have been identified.

## **Board Approval**

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement. It was approved by the board on 22 May 2024.



Briony Lydon  
Managing Director  
23 May 2024