



Modern Slavery Act 2015

This statement is made in keeping with Staffing 360 Solutions Limited and its commitment to eliminating the exploitation of people under the Modern Slavery Act 2015 (the Act). It summarises how Staffing 360 Solutions Limited (and trading names CBSbutler, Clement May & The JM Longbridge Group) operates the policies and processes in place to minimise the possibility of any problems, any risks we have identified, how we monitor them, and how our staff is trained.

This statement is published in accordance with section 54 of the Act and relates to the financial year April 2021 to April 2022. It was approved by the Board of Directors on 21st March 2021.

Brendan Flood; Chairman & Chief Executive Officer

Our Business

Staffing 360 Solutions Limited is a public limited company operating in the recruitment sector. We provide introduction services and supply temporary workers in the technology, engineering, aviation, finance and accounting, and legal and healthcare sectors.

Staffing 360 Solutions is public limited company. For details of our group structure, see <https://www.staffing360solutions.com/>

Who we work with

All of the clients that we work with, and all of the work-seekers we provide, are known to and identified by our staff. All of the temporary workers we supply are identified by our staff. Some of these work-seekers operate through their own limited companies. Some of our work-seekers are supplied via other businesses, who facilitate providing them to the eventual hiring company.

The hiring companies that we work with are located in the United Kingdom and primarily, Western Europe. The work-seekers we supply primarily live in the United Kingdom and Europe.

Other relationships

As part of our business, we also work with the following organisations: the Recruitment and Employment Confederation (www.rec.uk.com)

Our Policies

Staffing 360 Solutions Limited has a modern slavery policy available at <https://www.staffing360solutions.com/investors/links-1/corporate-governance>

In addition, Staffing 360 Solutions Limited has the following policies which incorporate ethical standards for our staff:

- International Workplace Harassment training
- Anti-bribery and Corruption

Policy development and review

Staffing 360 Solution's policies are established by our senior leadership team, based on advice from HR professionals, industry best practice and legal advice. We review our policies annually, or as needed to adapt to changes.

Our Processes for Managing Risk

In order to assess the risk of modern slavery, we use the following processes with our suppliers:

- When engaging with suppliers, we ask for evidence of their processes and policies, including commitments around modern slavery, human trafficking, forced labour, human rights, and whistle-blowing.
- We review the potential for risk at regular intervals, including the possibility of re-auditing a supplier or conducting spot checks.
- After due consideration, we have not identified any significant risks of modern slavery, forced labour, or human trafficking in our supply chain. However, we continue to be alert to the potential for problems.

Additionally, we have taken the following steps to minimise the possibility of any problems:

- We reserve the right to conduct spot-checks of the businesses who supply us, in order to investigate any complaints.
- We require the businesses we work with to address modern slavery concerns in their policies.
- Our staff are encouraged to bring any concerns they have to the attention of Management.

Our Performance

As part of monitoring the performance of Staffing 360 Solutions Limited we track the following general key performance indicators:

- The level of training and awareness amongst our staff
- The speed and diligence with which we investigate related complaints

Based on the potential risks we have identified, we have also established the following key performance indicators, which are regularly assessed by our senior leadership team:

- The percentage of suppliers who provide their own modern slavery statements
- The percentage of workers supplied from our preferred supplier list
- The level of modern slavery training and awareness amongst our staff

We carefully consider our indicators in order to ensure that we do not put undue pressure on our suppliers that might increase the potential for risk.

Our Training

All of our staff receive training and support that is appropriate to their role. In particular:

- All of our staff receive awareness-raising information around issues involving modern slavery and human trafficking, so that they can bring any concerns they have to the attention of management.
- As part of this, our staff are encouraged to discuss any concerns that they have with the Operations Director, Legal and Compliance (UK) or our Global Chief Operating Officer.
- Training is refreshed annually.