

MODERN SLAVERY & HUMAN TRAFFICKING POLICY**Statement**

This Statement sets out On-Site Personnel Ltd and On-Site Recruitment Ltd's actions to understand all potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its own business and its supply chains. As predominately a recruitment supplier to the construction industry, the company recognises that it has a responsibility to take a robust approach to slavery and human trafficking. By taking a zero tolerance approach to modern slavery and committing to acting ethically, with integrity and transparency in all of its business dealings, the company accepts that it has an obligation through its due diligence processes to ensure that workers are not being exploited, that they are safe and that relevant employment, health & safety and human rights laws and standards are being adhered to, including freedom of movement and communications.

Scope

On-Site Personnel Ltd and On-Site Recruitment Ltd provides under its current scope of business;

- Temporary and permanent recruitment specialists to the construction, mechanical, electrical, data, power, engineering, automotive, oil, gas, London Underground and commercial sectors.

This policy applies to all individuals working for the Company or on the Company's behalf in any capacity, including employees, directors, officers, agency workers, volunteers, agents, contractors, consultants and business partners.

Aims and Objectives

- to maintain the fair and transparent recruitment procedures that have been put in place in relation to labour practices, false employment and modern slavery in accordance with relevant legislation and standards including the Right to Work checks in accordance with the Immigration, Asylum and Nationality Act 2006
- to ensure that all employees/workers and individuals supplied to our clients are engaged with the business to comply with the terms and conditions that are aligned to any specified Industrial/National Working Rule Agreements determined by the client and work with the ethos and business philosophy of On-Site Personnel Ltd and On-Site Recruitment Ltd.
- to ensure that all temporary unskilled labour is paid not less than the National Minimum Wage and that all workers are aware of their rights under the Agency Workers Regulations 2010.
- to maintain productive and effective positive relationships with our clients, the Industry's Trade Accredited Bodies, Employers' Associations and Trade Unions to work in partnership to tackle and combat the threat of modern slavery, human trafficking and any other unethical practices across the construction industry with the aim of continuously improving the role Employment and Recruitment businesses can contribute to further enhance the social and ethical standards.
- to encourage individuals to raise concerns about any issue or suspicion of modern slavery in any part of the Company's business or supply chains as soon as possible by notifying a senior manager or reporting it in accordance with the Whistleblowing Policy.

On-Site Personnel Ltd and On-Site Recruitment Ltd aim to encourage openness and support if there is belief or suspect a breach of, or conflict with this policy has occurred, or may occur and is committed to ensuring no one suffers any detrimental treatment or victimisation as a result of reporting in good faith their suspicion that modern slavery is, or may be taking place in any part of its business or in any of its supply chains.

Training and communication

Regular training on this policy, and on the risk that the business faces from modern slavery in its supply chains, will be provided to staff as necessary, so that they know how to identify exploitation and modern slavery and how to report suspected cases. The Company's zero tolerance approach to modern slavery must be communicated to all suppliers, contractors and other business partners when entering into new or renewed contracts with them.

Breach of the policy

The Company may terminate its commercial relationship with suppliers, contractors and other business partners if they breach this policy and/or are found to have been involved in modern slavery.

Responsibility for the policy

The Group Managing Director has overall responsibility for ensuring that this policy complies with the Company's legal and ethical obligations. The Head of Employee Relations has day-to-day responsibility for implementing this policy, monitoring its use and effectiveness and auditing internal control systems and policies and procedures to ensure they are effective in preventing or remediating the risk of modern slavery. They are also responsible for investigating allegations of modern slavery in the Company's business or supply chains.

A handwritten signature in black ink, appearing to read "Ryan Deacon".

Ryan Deacon
Operations Director
May 2026