

The Shore Group (TSG) refers to the following companies, and as such this policy applies to all listed companies:

The Shore Grp Solutions Ltd
The Shore GRP (UK) LLP
The Shore Grp (Kent) Ltd
The Shore Grp Holdings Ltd
The Shore Grp LTD

1. Introduction

The Shore Group (TSG) was established in 2008 with the objective of delivering a tailored service to client and candidates, by placing temporary, contract and permanent staff within a range of sectors such as M&E, Construction, Engineers, Telecoms, Security, Retail, Aviation and Logistics.

We now employ 100 staff in distinct operations division with a clear management structure and resource over 20,000 clients' requirements each year.

We acknowledge that the sectors worked in carry distinct Modern Slavery and Human Trafficking risks and this statement highlights our commitment to its elimination and the measures taken to support this.

2. Policy statement

Modern slavery is a crime and a violation of fundamental human rights, we are committed to eliminating modern slavery, human trafficking, forced labour, and similar human rights abuses. All forms of modern slavery have in common the deprivation of a person's liberty by another to exploit them for personal or commercial gain.

We are committed to ensuring that our staff and any workers we supply (directly or indirectly) are not subject to behaviour or threats that may amount to modern slavery, human trafficking, forced labour, and similar human rights abuses.

We are also committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our business relationships, consistent with our disclosure obligations under the Modern Slavery Act 2015. As part of this process, we have undertaken a review of our supply chain to identify and identified the following as the highest potential risk areas:

- The provision of low-skilled and manual labour into our sectors
- The use of migrant labour and/or temporary workers to fulfil contracts. These demographics may be vulnerable to exploitation
- The indirect employment of labour through subcontractors or labour-only suppliers
- Materials directly or indirectly sourced from regions with a high-risk of modern slavery due to poor or weak enforcement of labour laws and protections

We expect high ethical standards from all our subcontractors, suppliers, and other business partners. This includes respecting and protecting the human rights of their employees, those of their suppliers and business partners, and the communities affected by their operations.

Suppliers must ensure their operations are free from modern slavery and human trafficking practices, both in the UK and globally, including within their own supply chains and external business relationships.

3. Implementation

3.1 Supplier Due Diligence

We undertake due diligence when onboarding new suppliers and subcontractors and conduct regular reviews of our existing business partners.

This includes:

- Evaluating suppliers for the risk of modern slavery and human trafficking.
- Conducting audits or assessments in higher-risk situations.
- Working collaboratively with suppliers to improve substandard practices through corrective action plans.
- Invoking sanctions, up to and including termination of business relationships, for suppliers that fail to meet our standards.
- Participating in collaborative initiatives and engaging with like-minded businesses to eradicate modern slavery throughout supply chains.

3.2 Candidate Compliance

We carry out strict compliance checks for all candidates we supply. This includes verifying identity, right to work, and compliance with all applicable laws, including the UK Modern Slavery Act 2015. No candidates will be supplied to clients without a valid right to work check, without exception.

3.3 Internal Processes

All employees are provided with clear employment contracts compliant with local laws. We ensure fair and respectful treatment, free from discrimination, victimisation, or harassment on any protected grounds.

3.4 Worker Rights and Protections

We uphold the following fundamental principles across our business and supply chain:

- **Freedom to Terminate Employment** without penalty, following appropriate notice.
- **Freedom of Movement**, ensuring no restrictions on workers' mobility.
- **Freedom of Association**, supporting workers' rights to unionize and collectively bargain.
- **Prohibition of Violence, Harassment, and Intimidation** in all circumstances.
- **Prohibition of Worker-Paid Recruitment Fees**, which are covered by the employer.
- **Prohibition of Compulsory Overtime**, which must always be voluntary.
- **Prohibition of Child Labour**, adhering strictly to ILO and local laws (no worker under 16; no hazardous or night work under 18).
- **Prohibition of Discrimination** of any form.
- **Prohibition of Confiscation of Identification Documents**, which must always remain with the worker.

3.5 Remedy and Justice

We are committed to providing victims of modern slavery with access to remedy, compensation, and justice. This includes:

- Investigating concerns promptly
- Working with appropriate organisations to support victims
- Referring cases to relevant enforcement authorities when needed

4. Training and awareness

All staff receive training and awareness materials related to modern slavery and human trafficking. Labour operatives are informed of relevant risks at registration. Awareness training includes:

- Identifying signs of modern slavery
- How to report concerns
- Roles and responsibilities under the Modern Slavery Act

5. Whistleblowing

We encourage all employees, customers, and subcontractors to report any concerns related to modern slavery or human trafficking in our business or supply chain. For further details, please refer to our Whistleblowing Policy.

6. Supplier Code of Conduct

Our Supplier Code of Conduct sets out the ethical expectations we require from our business partners. Suppliers must:

- Provide safe, fair, and respectful working conditions.
 - Act ethically and comply with all applicable labour laws.
 - Cooperate with us to improve standards where required.
- Serious breaches of our code may result in the termination of the supplier relationship.

7. Key Performance Indicators (KPIs)

We monitor our progress in tackling modern slavery using KPIs such as:

- The percentage of suppliers/subcontractors providing their own modern slavery commitments
- The level of modern slavery awareness among our staff through training records
- The percentage of supplier adherence to The Shore Group's Supplier Code of Conduct
- Placed candidate's right to work compliance (must be 100%)
- Number of modern slavery breaches
- Number of suppliers risk assessed against modern slavery

These KPIs are reviewed regularly by the Group's Compliance department with the results reported to Senior Management with actions agreed where required.

8. Communication, Approval and Review

The Shore Group is committed to communicating, engaging and consulting with our employees and ensuring that everybody is aware of their individual responsibilities and commitments to help the business achieve its objectives and fulfil its obligations.

This policy is communicated to all employees as part of the onboarding process and is available on the Company SharePoint as well as being available to all interested parties on the company website and is published on the Government Modern Slavery Statement Registry

This policy is approved by senior leadership and is effective immediately, superseding all previous versions.

Name: James Hobden

Signature:



Position: Director

Date: May 2026