



Modern Slavery Statement

Introduction from The Chairman

We are committed to implementing practices aimed at combatting slavery and human trafficking.

The Group acts as an employment agency, employment business, employment processes outsourcer (including payroll and project management), and as a recruitment process outsourcer and accordingly we have to remain vigilant to the possibility of slavery and human trafficking forming part of our business and/or supply chains.

We appreciate that the recruitment and project management industries face particular challenges in this area, although consider that our key areas of specialism make this less likely.

- The Group covers key growth sectors of the global employment market including Aviation, Infrastructure, Engineering, Energy, Chemicals, Life Sciences, Banking, Finance, Business Consulting, Ecommerce, Information Technology, Professional Services and Healthcare.

Organisation's Structure

The Group invests in and manages specialist staffing businesses including business and recruitment outsource services. Compello Services Group Limited is the ultimate parent company of the following 9 subsidiaries in the Group:

- First People Solutions Limited
- FPSG Connect Limited
- myCOS Services Limited
- The Social Care Community Partnership Limited
- My BPOS Limited
- Net Talent Limited
- TGI Recruitment Limited
- TGI Life Sciences Limited
- LA Recruitment Limited

Compello Services Group Limited acts as a holding company and accordingly, the policies and practices implemented in accordance with this statement and the policy referred to below will be implemented by each of the Group's subsidiary undertakings.

The Group is a provider of specialist recruitment, employment, business and contractor management support services in the sectors narrated above.

The Group has over 110 employees and operates in the United Kingdom and Doha.

The Group has a global annual turnover in excess of £60 million.

Our Supply Chains

In addition to direct recruitment, our supply chains include umbrella companies and recruitment agencies that supply us with recruitment consultants. With the exception of contracting with umbrella companies and recruitment agencies, we have direct control over the sourcing of candidates and temporary workers and have implemented a system of checks to be carried out by our staff when engaging and/or placing work seekers.

Our Policies on Slavery and Human Trafficking

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Anti-slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

Our anti-slavery policy can be viewed here – <http://www.compellostaffinggroup.com/>

In addition to this policy, the following policies also assist with the prevention of modern slavery or trafficking:

- **Whistleblowing policy**
- **Corporate & Social Responsibility policy**

Due Diligence Processes for Slavery and Human Trafficking

As part of our initiative to identify and mitigate risk we undertake due diligence when considering taking on new suppliers, and regularly reviews its existing suppliers. The Group's due diligence process includes:

- building long-standing relationships with suppliers and making clear our expectations of business partners
- evaluating the modern slavery and human trafficking risks of each new supplier
- implementing systems to encourage the reporting of concerns and the protection of whistle blowers (including publicising a helpline number where concerns can be reported confidentially)

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. This consists of (a) issuing questionnaires; and (b) when we are entering into new contracts, where possible, including contractual provision for ensuring compliance with the Act and/or anti-slavery due diligence/our policy.

Training & Checklists

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 and we have introduced a new system of checks to be considered by our staff when engaging workers.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our Group's slavery and human trafficking statement for the financial year ending 31 May 2023 and has been approved by the Board.

Name: John Hailstone

Position: Chairman

Date: 03/10/2024

Signature:

