

# Multinational Modern Slavery & Forced Labour Statement

---

Financial Year Ending 31 December 2025 • Approved 29 May 2026

## 1. Our Commitment to Fair Work

At Magnit Global®, fair and ethical work is not a compliance obligation—it is foundational to everything we do. We take our role as a global leader in contingent workforce management seriously and acknowledge the responsibilities we have as the organisation connecting companies and the workers they depend on. This statement outlines the steps we have taken over the past year to prevent modern slavery and human trafficking in our operations and supply chain. We know that tackling modern slavery is a team effort which is why we ensure collaboration with our suppliers and clients to ensure compliance across all aspects of our business.

This statement has been published in accordance with our legal obligations for the financial year ending 31 December 2025, and reflects the steps taken by Magnit Corporation and its' subsidiaries (collectively, "Magnit Global" or the "Group") to identify, assess, and address the risks of modern slavery and forced labour in our business and supply chains.

This statement satisfies reporting obligations under:

- United Kingdom Modern Slavery Act 2015, Section 54 (Transparency in Supply Chains); and Australia Modern Slavery Act 2018 (Cth), Section 16.

This statement covers all Magnit Global subsidiaries operating under Magnit Global's global policies, procedures, and governance frameworks. Covered entities include, but are not limited to:

- **United Kingdom entities:** Magnit Global UK Ltd., Magnit Global UK WFQ Ltd., Magnit Global GRI UK
- **Australia entities:** Magnit Global Australia Pty Ltd., Workforce Logiq Australia Pty. Ltd., Magnit Global Australia GRI Pty. Ltd.

This statement is updated annually no later than 30 June, six months following our financial year end, and has been approved by the Board of Directors of Magnit Corporation on 29 May 2026.

---

## 2. Who We Are and How We Operate

Magnit Global is a global provider of contingent workforce management and partner ecosystem solutions, supported by data, software, intelligence, and managed services. For more than 30 years, we have helped leading global organisations achieve operational and financial success by delivering smarter, more scalable workforce programs across more than 130 countries.

We are builders, advisors, and advocates—committed to the protection of human rights across every workforce engagement we manage. Magnit Global upholds the International Labour Organization's (ILO) Core Conventions on labour rights and the United Nations' Guiding Principles on Business and Human Rights (UNGPs).

## 2.1 Our Supply Chain

Magnit Global's global supply chain comprises four distinct segments:

- Contingent labour suppliers: staffing agencies and labour-hire providers who source and place workers with our clients. This is our highest-risk segment given the involvement of intermediaries and the vulnerability of temporary and migrant workers;
- Client-sourced professional workers: individuals sourced by clients but engaged and employed by Magnit Global to provide services to those clients;
- Independent contractors and services procurement vendors: sole traders and services firms providing project-based or specialist services to Magnit Global's clients; and
- Direct vendors: companies supplying goods and services to Magnit Global, including technology, facilities, and professional services.

## 2.2 Consulting Across Our Group

Magnit Global operates a structured consultation process during its' annual reporting period, engaging all relevant subsidiaries to ensure consistent ethical practices and reporting standards are applied globally. Each subsidiary confirms policy applicability, identifies jurisdiction-specific risks, and contributes to this joint statement.

---

# 3. Understanding the Landscape

## 3.1 Why Our Industry Faces Unique Risks

As a contingent workforce managed services provider, Magnit Global sits at a critical point in global labour markets. Our services involve the placement, management, and payment of workers (including temporary, contract, and migrant workers) across multiple jurisdictions. We address these risks head-on:

- Labour market intermediaries: staffing agencies, umbrella companies, and payroll intermediaries create risk of exploitative practices upstream, including debt bondage, document retention, and unlawful wage deductions;
- Temporary and migrant workers: workers on temporary or fixed-term arrangements (particularly those dependent on a single employer for visa sponsorship) are a recognised high-risk group for exploitation and coercion;
- Service industry operations: our suppliers within the broader service industry, particularly in the UK, carry elevated risk indicators including excessive overtime, underpayment, and poor working conditions; and
- Geographic breadth: operating in over 130 countries means our extended supply chain spans jurisdictions with varying levels of labour law enforcement, increasing the risk of undetected exploitation at lower tiers.

## 3.2 How We Assess Risk

We apply a structured, risk-based framework across four dimensions:

- Geographic jurisdiction: assessed against the Global Slavery Index (Walk Free, 2023) and OECD guidance on high-risk sourcing;
- Worker type and vulnerability: with particular attention to visa-dependent workers and those in precarious employment;

- Supplier tier and proximity: with enhanced scrutiny for Tier 1 labour suppliers and, where feasible, Tier 2 subcontractors; and
- Sector of activity: with higher-risk sectors triggering enhanced due diligence.

We acknowledge that modern slavery risk is not limited to developing markets. Exploitation can occur in any jurisdiction. Accordingly, we apply due diligence across all markets in which we operate, calibrated to the level of identified risk.

---

## 4. Our Commitments

Magnit Global's commitments to fair work and human rights are embedded in binding policies that apply across our global operations and supply chain.

### 4.1 Code of Business Conduct and Ethics

Our Code of Business Conduct and Ethics guides every colleague on how we do business: with integrity, transparency, and respect for human rights. Our training educates employees on the key indicators of modern slavery and forced labour, and encourages anyone (employee, contractor, or supplier) to report concerns through our anonymous Whistleb platform, without fear of retaliation.

### 4.2 Supplier Code of Conduct

Every Magnit Global supplier agrees to our Supplier Code of Conduct before onboarding. The Code covers:

- Anti-Bribery and Corruption;
- Data Privacy and Cyber Security;
- Diversity and Inclusion;
- Human Rights and Labour Standards, including explicit prohibitions on forced labour, child labour, debt bondage, and document retention;
- Modern Slavery;
- Health and Safety; and
- Sustainability.

We perform annual compliance audits of suppliers, with enhanced reviews for operations in high-risk sectors or jurisdictions. Magnit Global reserves the right to terminate any supplier relationship for failure to meet our Code. The Supplier Code of Conduct is available at <https://magnitglobal.com/us/en/partners/supplier-network.html>

### 4.3 Modern Slavery Policy

Our Modern Slavery Policy provides detailed guidance to employees, clients, and suppliers on how Magnit Global identifies and responds to modern slavery risks. It is reinforced through regular training and sets out clear escalation pathways, including our confidential Whistleb reporting links.

### 4.4 Worker Protection Standards

As a contingent workforce managed services provider, we apply specific worker protection standards:

- No recruitment fees: we prohibit charging workers recruitment fees or deducting recruitment costs from wages at any stage;
- No document confiscation: retention of workers' identity or travel documents by any party in our supply chain is absolutely prohibited;
- Transparent employment terms: workers must receive clear written terms in a language they understand, prior to commencing work;
- Freedom of movement: workers must never be restricted from leaving accommodation, terminating employment, or returning home; and
- Right to work verification: all workers directly employed by Magnit Global are subject to identity and right-to-work checks in the relevant jurisdiction.

## 4.5 Training That Drives Action

Modern slavery training is mandatory for all Magnit Global employees, delivered annually through our Cornerstone learning management platform. Topics include: recognising indicators of modern slavery and forced labour; reporting obligations and escalation pathways; and risks specific to contingent workforce management.

Employees with direct supply chain responsibilities receive enhanced, role-specific training. We also make educational resources available to all suppliers through the Whistleb platform.

---

## 5. How We Act: Due Diligence and Controls

Magnit Global maintains a zero-tolerance policy towards slavery, human trafficking, and all forms of forced labour. Our due diligence programme operates on a risk-based model, with enhanced scrutiny for higher-risk suppliers, sectors, and jurisdictions.

### 5.1 Supplier Onboarding

Before any new supplier is onboarded, we undertake:

- Provisioning of the Supplier Code of Conduct; and
- Third-party compliance screening to identify adverse findings, sanctions, or associations with forced labour practices and

### 5.2 Ongoing Monitoring

Onboarding is the beginning, not the end. Our ongoing monitoring includes:

- Annual compliance reviews of all suppliers and reconfirmation of Code adherence;
- Enhanced periodic audits for high-risk suppliers, with rights of audit and termination in standard supply contracts;
- Ongoing access for all global suppliers to Whistleb for training and reporting.
- Rapid investigation of any claims that are reported through Whistleb or identified through other sources

We acknowledge that supplier audits have inherent limitations in detecting forced labour. Audits are supplemented by worker feedback mechanisms, supply chain mapping, and direct worker engagement.

### 5.3 Supply Chain Visibility

We actively seek visibility beyond our direct (Tier 1) supplier relationships. Our Tier 1 labour suppliers are required to seek our consent to use sub-contractors and to provide information on recruitment pathways for migrant workers. We continue to develop our approach to deeper supply chain transparency.

### 5.4 Direct Workers

For workers employed by Magnit Global: we verify identity and right to work in the relevant jurisdiction; ensure no recruitment fees are charged; and provide every worker with a direct channel to report concerns to Magnit Global, independent of any staffing agency or intermediary.

---

## 6. When Issues Arise: Remediation and Grievance

Magnit Global is committed to providing appropriate mechanisms for the reporting, investigation, and resolution of concerns related to modern slavery or forced labour within its operations and supply chain. Where issues are identified, Magnit seeks to support fair and proportionate remediation outcomes.

### 6.1 Whistleb: Our Independent Reporting Platform

Magnit Global utilises Whistleb, an independent global whistleblowing platform, to facilitate the reporting of concerns. This platform is accessible to workers, suppliers, employees, and other stakeholders, and allows for anonymous reporting, where permitted by law. The use of an independent third-party provider helps promote confidentiality and encourages individuals to raise concerns without fear of retaliation.

Magnit Global's reporting channel is available at: <https://report.whistleb.com/en/magnitglobal>

### 6.2 How We Respond

Where a report relates to whistleblowing or modern slavery, Magnit Global will assign it to an appropriate case manager, who will take full ownership of the case and manage all communication in line with defined timelines and protocols. Magnit Global handles all reports confidentially, where permitted by law, and restricts access to authorised personnel. Upon receipt, reports are acknowledged and assessed to determine whether they meet the threshold for investigation. Where required, additional information may be requested through available channels, including anonymous reporting mechanisms.

Where an investigation is warranted, Magnit Global conducts a structured, impartial, and timely investigation, engaging relevant internal stakeholders as appropriate. Disclosure of a reporting individual's identity will only occur with their consent. Magnit Global aims to keep reporting individuals informed and provide feedback on actions taken within a reasonable timeframe.

All reports are recorded within the case management system, and personal data is handled in accordance with applicable data protection requirements. Data is retained only as necessary and/or legally required, and securely disposed of when no longer required.

Following case closure, Magnit Global reviews outcomes to support continuous improvement and strengthen controls, and monitors corrective actions to ensure effective resolution. Where relevant, matters may be referred to appropriate authorities. Magnit Global maintains a strict non-retaliation approach and encourages reporting in good faith.

### 6.3 Direct Access for Contingent Workers

Workers engaged through Magnit Global-managed programmes are generally provided with access to reporting channels, either directly or through their supplier, and are informed of available mechanisms to raise concerns at or during the course of engagement. Magnit Global encourages transparency and supports multiple pathways for workers to report issues, recognising that implementation may vary depending on engagement model, supplier, and local requirements.

---

## 7. Our Path Forward

We are dedicated to continuous improvement. Our focus areas for the coming reporting period are:

- Deepening supply chain mapping beyond Tier 1 to improve visibility of recruitment pathways and worker demographics;
  - Enhancing outcome-focused metrics to better demonstrate the real-world impact of our due diligence;
  - Expanding role-specific training so all supply chain employees receive meaningful, contextual modern slavery education;
  - Strengthening direct worker feedback mechanisms so contingent workers have safe, accessible channels to raise concerns with Magnit Global directly; and
  - Engaging with external experts and civil society organisations to benchmark our programme and identify opportunities to do more.
-

## 8. Leadership Accountability

This statement has been reviewed and approved by the Board of Directors of Magnit Corporation in accordance with the requirements of the UK Modern Slavery Act 2015, the Australia Modern Slavery Act 2018, and in preparation for compliance with the EU Corporate Sustainability Due Diligence Directive.

**Signed on behalf of Magnit Corporation:**

Signed by:

*Chandra Dhandapani*

5AB23E3260314D3...

**Chandra Dhandapani**

Chief Executive Officer, Magnit Corporation

Date: 29 May 2026



By jneuner at 1:04:44 PM, 6/1/2026