

Modern Slavery Statement

This statement is made pursuant to section 54 of the Modern Slavery Act 2015 and sets out the steps taken by the Pertemps Network Group (“PNG”) to prevent modern slavery and human trafficking in its business and supply chains.

Pertemps Network Group is committed to conducting business ethically and with integrity. We have a zero-tolerance approach to modern slavery and human trafficking and are committed to implementing and enforcing effective systems and controls to ensure that these practices do not take place within our organisation or supply chains.

This statement relates to the financial year 1 April 2025 to 31 March 2026 and outlines the actions taken during that period, together with further actions planned for 2026–2027.

Our Organisation and Structure

This statement applies to the following legal entities forming part of the Pertemps Network Group of Companies:

- Pertemps Network Group Limited
- Pertemps Recruitment Partnership Limited
- Pertemps Limited
- Pertemps Contracts Limited
- Pertemps (Scotland) Limited
- PPF Group Limited (trading as ADR Network and TW Network)
- Network Group Holdings Limited
- Network Ventures Limited including subsidiaries
- Riverside Recruitment Limited
- Rapier Employment Limited
- Pertemps Network Catering Limited

Our Business

Founded in Birmingham in 1961, Pertemps Network Group operates as an employment agency and employment business, with branches located throughout the UK.

We supply recruitment and workforce solutions across a wide range of industry sectors, including:

- Commercial
- Engineering
- Manufacturing
- Warehousing and logistics (including third-party logistics)
- Finance and accountancy
- Technology
- Utilities
- Public sector

We are members of relevant industry trade bodies, including the Recruitment and Employment Confederation (REC) and the Association of Professional Staffing Companies (APSCO).

Further details of our business structure can be found at www.pertempsnetwork.com.

Our Policies

Our approach to preventing modern slavery is underpinned by our wider legal and ethical framework. The following policies support our commitment:

- Ethical Trading Policy
- Whistleblowing and Public Interest Disclosure Policy
- Health & Safety Policy
- Anti-Bribery and Corruption Policy
- Equality, Diversity and Inclusion Policy
- Bullying and Harassment Policy

All policies are developed by the Human Resources Department, with input from external legal advisers where appropriate, and are authorised by the Board of Directors. Policies are reviewed annually or more frequently where required due to legislative or operational changes.

Training and Awareness

All staff receive training and support appropriate to their role. Operational staff undertake specific recruitment process training, which includes:

- Right to Work checks
- Gangmasters and Labour Abuse Authority (GLAA) licensing requirements

- Discrimination in recruitment
- Modern slavery and human trafficking awareness

All employees receive regular awareness-raising information to help them identify potential indicators of modern slavery and to understand how to report concerns. Key staff operating within higher-risk sectors have also undertaken Stronger Together training.

Risk Assessment and Due Diligence

Given the range of sectors in which we operate, we recognise that some business areas present a higher potential risk of modern slavery.

To mitigate these risks, we implement proportionate and effective due diligence measures, including:

- Review of key data indicators such as multiple workers sharing bank details, addresses, telephone numbers, or email addresses
- Regular internal audits of operational activities
- Robust back-office processes carried out by teams independent of frontline operations
- Close partnership working with client organisations

During the 2025–2026 financial year, no incidents of modern slavery or human trafficking were reported that required investigation or external reporting. We undertook a review of policies and procedures during this period, including updates to our Ethical Trading Policy.

Our Supply Chain

As part of our commitment to responsible sourcing, we assess and manage modern slavery risks within our supply chain by:

- Requesting evidence from suppliers of their policies and practices relating to modern slavery, human trafficking, forced labour, human rights, and whistleblowing
- Conducting audits prior to entering into commercial relationships where risk is identified
- Maintaining a preferred supplier list based on audit outcomes
- Reviewing supplier risk on an ongoing basis, including re-audits and spot checks where necessary

Effectiveness

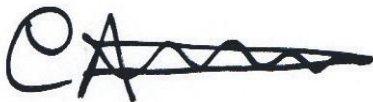
We continuously monitor the effectiveness of our controls through internal audits, reporting mechanisms, and management review. Where necessary, corrective actions are implemented to strengthen controls and address emerging risks.

Future Steps

During the 2026–2027 financial year, Pertemps Network Group is committed to:

- Further enhancing staff knowledge and awareness of modern slavery and human trafficking
- Reviewing and strengthening risk-mitigation processes
- Improving communication with workers and candidates to raise awareness of modern slavery indicators and reporting mechanisms

This Modern Slavery and Human Trafficking Statement was approved by the Board of Directors of Pertemps Network Group and constitutes the Group's statement for the financial year ending 31 March 2026.



Signed:	Carmen Watson
Director and Chair:	Pertemps Network Group Limited
Review Date:	April 2026
Next Review Date:	April 2027