RSS GLOBAL

MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT FOR THE FINANCIAL YEAR ENDED 31 MARCH 2026

This statement is made on behalf of RSS Global Limited and its subsidiary companies (together, the "Group") for the financial year from 1 April 2025 to 31 March 2026.

This statement is published pursuant to section 54(1) of the Modern Slavery Act 2015. It sets out the steps taken by the Group during the financial year to help prevent modern slavery and human trafficking in its business and supply chains. The Group is committed to acting ethically, maintaining effective systems and controls, and promoting a culture in which concerns can be raised and addressed appropriately.

1. Organisation structure, business and supply chains

The Group is a provider of staffing and recruitment services to a wide range of clients and industry sectors. The Group has 694 employees and operates in the UK, Ireland, Australia and New Zealand and the annual turnover for the year is over £591 million. Its registered office is in London, United Kingdom, and its Chief Executive Officer is Rebecca Watson.

The Group purchases a range of products and services from its supply chain, including IT hardware, software and telecommunications, vehicles, office furniture, equipment and supplies, utilities, travel services and training services. As a recruitment and staffing business, the Group recognises that the areas of potentially heightened risk are likely to arise in parts of its supply chain and in the provision of agency labour.

2. Policies in relation to modern slavery and human trafficking

The Group maintains a Modern Slavery Policy and a Supplier Code of Conduct which reflect its commitment to acting ethically and with integrity in all business relationships. During the year, the Modern Slavery Policy was reviewed and recirculated across the business. The policy is also provided to new employees as part of onboarding, with employees required to acknowledge that they have read and understood it.

Employees are informed how to raise concerns relating to modern slavery and are reminded of the availability of the Group's confidential whistleblowing arrangements, including the option of making anonymous reports. Posters are displayed within offices to reinforce awareness of reporting channels.

3. Due diligence processes

The Group requires suppliers to comply with its Supplier Code of Conduct as part of their contractual relationship with the business. During supplier tendering and onboarding processes, suppliers may be asked to provide information about how they meet relevant legal and regulatory obligations, including those relating to modern slavery. The Group also adopts a risk-based approach to supplier oversight, including audits of suppliers where exposure is considered to be greatest.

The use of umbrella companies is subject to review and approval by the relevant Finance Director, and the statement records that all umbrella providers used must be members of SafeRec. In addition, all branches received at least one compliance audit during the year, covering pre-employment checks including eligibility to work, references, qualifications and proof of national insurance numbers.

The Group also undertook random checks to identify indicators that may warrant further enquiry, for example where agency workers may appear to share bank account details, addresses or telephone numbers. Where such indicators are identified, further enquiries are made to establish whether there is a legitimate explanation and whether any safeguarding action is required.

4. Risk assessment and risk management

The Group maintains a Modern Slavery Risk Register, which is reviewed at senior level on a regular basis to identify indicators of risk and areas requiring further scrutiny. The Group recognises that the nature of its sector means that vigilance is required both in relation to labour supply arrangements and wider supply chain relationships.

The statement records that the Group did not identify significant concerns within its audited supply chain during the reporting year. It also records that one concern of potential modern slavery was raised within the business and that this was addressed promptly, with the relevant authorities involved so that the individual concerned could be supported appropriately. The Group considers that timely escalation, safeguarding and cooperation with the appropriate authorities are essential elements of its response framework.

Other than the matter referred to above, the statement records that no breaches of the Modern Slavery Act by the Group were reported during the year. The Group also states that it does not use forced, bonded or involuntary prison labour or child labour, does not retain workers' identity documents, and does not knowingly work with businesses that do.

5. Training and awareness

All new employees are required to complete modern slavery training within one month of joining the

Group, and existing employees complete annual refresher training. The Group regards regular training and clear reporting routes as important components of an effective anti-slavery framework.

6. Monitoring, evaluation and continuous improvement

The Group reviews its policies and procedures regularly to ensure that they remain relevant and effective and to assess progress in managing modern slavery risk. Areas for continued development include maintaining oversight of higher-risk labour supply arrangements, monitoring training completion, reviewing the operation of reporting channels, and enhancing supply chain visibility where proportionate to risk.

The Group assesses the effectiveness of the steps it takes to ensure that slavery and human trafficking are not taking place in its business or supply chains by monitoring appropriate key performance indicators ("KPIs"). These KPIs include:

- 100% completion rates for mandatory modern slavery training – 95% has been completed on time. Any individual who is late in completing their training is reminded until it is completed.
- 100% the completion and outcomes of scheduled compliance audits and risk-based supplier reviews – this has been achieved for the year. No significant concerns have been identified;
- recording the number and nature of issues identified through worker and supplier assurance checks – less than ten issues were identified this year (mainly sharing of bank accounts) and the appropriate action taken. No actual modern slavery was identified as part of this review;
- recording the number and nature of concerns raised through reporting and whistleblowing channels – one concern was reported this year; and
- 100% investigation, escalation and resolution of identified concerns – all concerns and issues were investigated and satisfactorily resolved.

These KPIs are reviewed as part of the Group's ongoing risk-management and governance arrangements to assess the effectiveness of existing controls and identify whether any further action is required.

The Group has also registered this approved statement on the government's modern slavery statement registry.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the Group's slavery and human trafficking statement for the financial year ended 31 March 2026. It has been approved by the Board of Directors and signed on its behalf by the Chief Executive Officer.

Signed



Rebecca Watson
Chief Executive Officer