i4 PAY PARTNERS MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

STATEMENT

This statement and policy, in line with section 54 of the Modern Slavery Act 2015 details i4's commitment to, and transparency of, our processes to ensure i4 and the supply chains that i4 feeds into, are free of modern slavery. This statement is made as of 1st September 2025 and is updated annually and published on our website. It is also made available on the **government modern slavery statement register.** This statement constitutes i4's slavery and human trafficking statement for financial year ending 30th March 2025.

ORGANISATION AND SUPPLY CHAIN

We recognise that modern slavery is a crime and a violation of fundamental human rights. We have a zero-tolerance approach to modern slavery, and we are absolutely committed to acting ethically and with integrity in our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our business dealings or in any of our supply chains.

i4 are a third party/contracting intermediary providing services to clients across a number of sectors including rail, construction, education and logistics. In order to provide our services and the services of the contractors that i4 engage, we work with a range of recruitment agencies and end clients and enter into written agreements to supply the required services. The agreement stipulates that each of i4's direct subcontractors and suppliers shall comply with all applicable anti-slavery and human trafficking laws, statutes, regulations, codes and policies in force but not limited to the Modern Slavery Act 2015.

In addition, i4 Pay Partners has the following policies which incorporate ethical standards for our staff and supplies;

- Equal Opportunities & Valuing Diversity Policy
- Health & Safety Policy
- Anti-bribery & Corruption Policy

DUE DILIGENCE AND RISK ASSESSMENT

i4 regularly looks to evaluate the nature and extent of its exposure to the risk of modern slavery occurring in its supply chain by carrying out risk assessments and due diligence exercises. We enforce a strict code of compliance and do not tolerate slavery and human trafficking within our supply chains. We require our suppliers to comply with the Modern Slavery Act 2015 and to commit to enforcing anti-slavery and human trafficking policies. If we find evidence that any supplier/agency/end user is involved in slavery or human trafficking, we will immediately seek to terminate our relationship with them.

We have assessed i4 Pay Partners' risk using the government's **Modern Slavery Assessment Tool** and will be re-assessed on an annual basis. We also encourage all i4 customers to also assess their risk using the same risk identification and management tool. A copy of the most recent risk assessment is available on request from Alison Jolly - alison.jolly@i4services.uk

Our internal processes are fully compliant with Home Office legislation and a right to work verification is completed using a certified IDVT before engaging with any worker. Our software identifies instances where the same address or bank details are being used by more than one worker which allows us to investigate cases on an individual basis.

TRAINING

We invest in educating our internal staff to recognise the risks of modern slavery and human trafficking in our business. All i4 team members undertake a Modern Slavery Online Awareness Course which is refreshed on an annual basis. All staff are encouraged to discuss any concerns they may have and bring any of these concerns to the attention of the i4 management team.

If you need any further advice or you suspect that there is modern slavery or exploitation happening on your site, please contact a member of the i4 Pay Partners team immediately.

You can also contact the Modern Slavery & Exploitation Helpline on **0800 0121 700** for further advice and guidance.

Signed:



Sales Director: Sean Mackenzie
Last updated 01.09.2025