

Modern Slavery & Human Trafficking Policy statement

This statement sets out Henderson Scott's actions to understand all potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring there is no slavery or human trafficking in its own business or its supply chains.

Henderson Scott is a Recruitment agency providing staffing solutions for Technical & IT Sales Professionals across multiple sectors in the UK.

Henderson Scott is committed to ensuring that there is no modern-day slavery or human trafficking in its supply chains or in any part of our business. This policy statement reflects our commitment to acting ethically and with integrity in all of our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place within our supply chains.

Henderson Scott will achieve the commitment to our policy and identify and mitigate risk in the following ways:

- Ensure stringent vetting and investigation of our supply chains (including but not limited to Contractors, Clients, RPO's, Suppliers etc)
- Suppliers are required to demonstrate that they provide safe working conditions where necessary and that they act ethically within the law
- Henderson Scott continually review our practices for ensuring employees and contractors have the right to work and are paid in line with national minimum wage guidelines
- Henderson Scott will not knowingly support or deal with any business involved in slavery or human trafficking and any serious violations of the policy by those in our supply chain would lead to the termination of any business relationship
- Henderson Scott encourages the reporting of concerns and ensures the protection of whistle blowers
- Henderson Scott provides training to relevant members of staff to ensure a high level of understanding of the policy and the Act to ensure compliance

In addition, Henderson Scott's Code of Conduct makes clear to employees the actions and behaviours expected of them when representing the business. Henderson Scott strives to maintain the highest standards of employee conduct and ethical behaviours when operating and managing the various supply chains.

This statement has been approved by the Group Operations Director, Jennifer Harding, who will review and update it as necessary.