

Anti-Slavery & Human Trafficking Policy

1. Statement

Modern Slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and modern labour and human trafficking; all of which involve the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain. As one of the best known recruiters in the UK, people are at the heart of REED's business and as a major employment agency and business, we are ideally placed to help ensure that workers receive the rights and dignity to which they are entitled.

We have a zero tolerance approach to modern slavery and are committed to acting ethically and with integrity in all our business dealings and relationships; and to implementing and enforcing effective systems and controls to ensure that modern slavery is not taking place anywhere in our own business or in any of our supply chains.

We are also committed to ensuring that there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chains, consistent with our obligations under the Modern Slavery Act 2015. We expect the same of all of our suppliers, support suppliers and other business partners and as part of our contracting processes, the use of forced, compulsory or trafficked labour or anyone held in slavery or servitude will not be tolerated. We also expect our suppliers to hold their own suppliers to the same high standard.

2. Responsibility for the Policy

The Board of Directors has overall responsibility for ensuring this policy complies with our legal and ethical obligations and that all those under REED's control comply with it.

The Head of HR has day to day responsibility for implementing this policy, monitoring its use and effectiveness, dealing with any queries about it and auditing internal systems and procedures to ensure they are effective in countering modern slavery.

Managers at all levels are responsible for ensuring those reporting to them understand and comply with this policy and are given adequate training on both it and the issue of modern slavery in supply chains.

All Co-Members are welcome to comment on this policy and suggest ways in which it might be improved. Comments, suggestions and queries should be sent in the first instance to rip.hradministration@reed.co.uk

3. Compliance

All Co-Members must read, understand and comply with this policy, which may be amended at any time.

The prevention, detection and reporting of modern slavery in any part of REED's business or supply chains is the responsibility of all those working at REED and all Co-Members are required to avoid any activity which might lead to or suggest a breach of this policy.

Co-Members must notify the Head of Risk Management as soon as possible using the email address rip.hradministration@reed.co.uk if they believe or suspect that a breach of this policy has occurred or may occur in the future. Co-Members may also make use of REED's whistleblowing Policy to raise concerns.

REED encourages openness and transparency and will support anyone who raises genuine concerns in good faith under this policy, even if they turn out to be mistaken; and no one will suffer any detrimental treatment as a result of reporting, in good faith, their suspicions that modern slavery, of whatever form, is or may be taking place in any part of REED's business or in any of our supply chains.

4. Communication and Awareness

Training on this policy, and on the risk our business faces from modern slavery in its supply chains, forms part of the induction process for all REED Co-Members; and regular training will be provided as necessary.

REED's zero-tolerance approach to modern slavery must be communicated to all suppliers, support suppliers and business partners at the outset of our business relationship with them; and reinforced as appropriate thereafter.

5. Breaches of this Policy

Any Co-Member who breaches this policy will face disciplinary action, which could result in dismissal for gross misconduct.

REED will terminate its relationship with other individuals or organisations if they breach this policy.