



Modern Slavery Policy

Statement to Comply with the Modern Slavery Act 2015

At Equitas Staffing, we pledge to ensure that our organisation and supply chain are free from slavery and human trafficking. We are committed to improving, monitoring, and maintaining best practice by adopting a zero-tolerance approach throughout all aspects of our organisation.

Equitas Staffing will ensure that all relevant new suppliers accept and comply with our zero-tolerance approach to slavery and human trafficking. To identify and mitigate risk, relevant new suppliers must provide details of their existing programme to ensure human trafficking and slavery do not exist in their operations and supply chain. Equitas Staffing will not award contracts where suppliers do not demonstrate an appropriate level of commitment to ensuring that slavery and human trafficking are not taking place in their own organisation and supply chain. Serious violations of the organisations supplier code of conduct will lead to the termination of the business relationship.

Our Employee Handbook together with its values makes it clear to employees the actions and behaviour expected of them when representing the organisation. We strive to maintain the highest standards of employee conduct and ethical behaviour when providing support to those partnerships we work with on a daily basis.

We have robust recruitment policies to ensure that we do not promote or encourage slavery and human trafficking. We ensure that all individuals who

are employed at Equitas Staffing have strong references, a good history of employment and pass a pre-employment checklist. We ensure that all recruitment agencies we work with adopt our ethos and high level of checks. Any risks or concerns that arise during the recruitment process are thoroughly evaluated by our HR department and are appropriately handled on a case by case basis.

Equitas Staffing has policies in place to encourage reporting of concerns surrounding slavery and human trafficking. Our Whistleblowing policy encourages all of its workers, customers and other business partners to report any concerns related to the direct activities, or the supply chains of, the organisation. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. Our Whistleblowing procedure is designed to make it easy for workers to make disclosures, without fear of retaliation.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our human trafficking and modern slavery statement for the financial year ending 31st March 2026. This statement was approved on 2nd April by our management team, who review and update it annually.

Christian Walshe

Managing Director