

MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

Introduction

Hays plc and its global subsidiaries ("Hays") recognises that all businesses have an obligation to prevent slavery and human trafficking and will do all in its power to prevent slavery and human trafficking within its business and within the supply chains through which it operates.

Modern slavery can take many forms including the trafficking of people, forced labour, servitude and slavery. As the world's leading recruitment experts, we take our responsibility for supplying staff extremely seriously and are aware of the potential for being targeted by traffickers and unlicensed gangmasters. Our own processes around candidate engagement ensure our employees are alert to the signs of exploitation, in order that we may take the necessary action promptly and effectively should it be identified. Sectors affected include, but are not limited to, construction & property, engineering & manufacturing and health & social care.

This statement focuses specifically on Hays' compliance with the Modern Slavery Act 2015 (the Act) and highlights the steps we take to ensure there is no slavery or human trafficking occurring within the organisation or its supply chains. One of our Company's most valuable assets has always been its reputation for integrity and fairness. Maintaining this reputation within our market is an essential pre-requisite to our continued success.

Organisation's Structure

Hays plc, listed on the London Stock Exchange ("LSE"), is a leading global expert in qualified, professional and skilled recruitment, employing some 10,800 people through a subsidiary network in 33 territories.

Our Business

Our business consists of recruitment across the following 20 specialisms:

Accountancy & Finance	Financial Services
Construction & Property	Health & Social Care
Information Technology	Human Resources
Life Sciences	Legal
Sales & Marketing	Office Professionals
Banking & Capital Markets	Energy, Oil & Gas
Contact Centres	Purchasing
Education	Retail
Engineering & Manufacturing	Resources & Mining
Executive	Telecoms

Our Supply Chains

Our supply chains include, but are not limited to, sourcing candidates for clients. This may involve the introduction by external agencies to Hays of candidates for onward supply to our clients. We expect our suppliers and potential suppliers to aim for high ethical standards and to operate in an ethical, legally-compliant and professional manner by adhering to our Supplier Code of Conduct. We also expect our suppliers to promote similar standards in their own supply chain.

Our Policies including on Slavery and Human Trafficking

Suppliers are expected to adhere to our Supplier Code of Conduct, which includes specific reference to the Modern Slavery Act 2015, and should have in place a policy recognising, respecting and protecting the human rights of their employees, those of their suppliers and business partners and the communities affected by the suppliers' operations.

Employees should be free to choose to work for their employer and to leave the company upon reasonable notice.

All employees must be provided with a clear contract of employment, which complies with local legislation.

All employees must be treated in a fair and equal manner and with dignity and respect.

Any form of discrimination, victimisation or harassment on any grounds including, but not limited to, marital or civil partnership status, sex (including gender reassignment), race (including colour, ethnic and national origin, nationality), disability, sexual orientation, having or not having dependants, religious belief or political opinion, age, trade union activity and offending background should be prohibited.

All applicable laws and industry standards on employee wages, benefits, working hours and minimum age should be adhered to in all countries of operation, without any unauthorised deductions. Suppliers should observe the provisions of the International Labour Organization such that any young persons under the age of 18 should not be employed to work at night or for any hazardous work and their employment should not harm the young person's education, health or physical, mental, moral or social development. No young persons may be employed below the age of 16.

All slavery and human trafficking laws must be complied with including, but not limited to, the UK Modern Slavery Act 2015. Suppliers must ensure their business operations are free from slavery and human trafficking practices whether in the UK or elsewhere, both internally and within their supply chains and other external business relationships. We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business.

Due Diligence Process for Slavery and Human Trafficking

Hays ensure strict compliance checks are carried for all candidates it supplies. We verify the identity of each worker and their right to work before supply commences.

As part of our commitment to identify and eradicate slavery and human trafficking, we have in place a process to undertake due diligence on our supply chain network to ensure compliance with legislative obligations; such compliance forms part of our contractual relationship with suppliers.

All Hays employees have access to dedicated channels through which they may voice concerns, either through local reporting mechanisms or through the global whistleblowing procedure. Hays is committed to protecting employees when disclosing malpractice and will ensure that all disclosures made in good faith will be treated confidentially and without fear of retaliation.

Training

All staff within Hays are expected to comply with all laws and act in accordance with local guidelines and regulations and act with integrity and honesty. A training module on modern slavery and human trafficking is also available to all employees. In the UK, an e-learning module forms part of a training package undertaken by new employees. Should any of our colleagues need any additional information or support with regard to human trafficking, forced labour, servitude and slavery this will be provided.

This statement is made pursuant to Section 54 of the Modern Slavery Act 2015 and constitutes Hays' slavery and human trafficking statement in respect of its financial year ended 30 June 2021.

Approved by the Board of Hays plc on 24 August 2021



Signed: Alistair Cox

Position: Chief Executive

For and on behalf of Hays plc and Hays Specialist Recruitment Limited