

MODERN SLAVERY AND HUMAN TRAFFICKING POLICY

1. INTRODUCTION

PERSOLKELLY PTE LTD and its subsidiaries (individually and collectively referred as the “**Company**”, “**We**” or “**Us**”) have a zero-tolerance policy against all forms of modern slavery, human trafficking and related activities. We are committed to complying with applicable modern slavery laws, statutes, regulations and codes by investigating the risk of slavery and human trafficking occurring in any of our business activities, as well as carrying out appropriate due diligence on our supply chains are also free from such practices.

2. SCOPE

This policy applies to all individuals working for us or on our behalf and organisations that we have business dealings with, including employees, officers, directors, agents, volunteers, interns, contractors, sub-contractors, clients, suppliers, and business partners.

3. WHAT IS MODERN SLAVERY?

Modern slavery are generally defined under applicable modern slavery laws to encompass slavery, servitude, forced labour and human trafficking. Example of these offences are including, but are not limited to the following:

- Labour exploitation – This involves forcing a person to work long hours for little or no pay in poor conditions under verbal or physical threats of violence to him/her or his/her families.
- Domestic servitude - This involves a victim being forced to work in predominantly private households, usually performing domestic chores and childcare duties. Their freedom may be restricted, and they may work long hours often for little or no pay, often sleeping where they work.
- Forced criminality - This can be understood as the exploitation of a person to commit a crime, such as pick-pocketing, shoplifting, cannabis cultivation, drug trafficking and other similar activities that are subject to penalties and imply financial gain for the trafficker.
- Sexual exploitation - This includes but is not limited to sexual exploitation such as sexual abuse and forced prostitution.

4. PREVENTION OF MODERN SLAVERY WITHIN THE COMPANY AND OUR SUPPLY CHAINS

We are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective system and controls to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains.

5. COMPLIANCE WITH THE POLICY

- 5.1 You must read, understand and comply with this policy and you are also required to avoid any activity that might lead to breach of this policy.
- 5.2 If you believe or suspect a breach of this policy has occurred or that it may occur, you should immediately report to your respective Country HR head or Regional HR head or Regional Headquarters Legal (“**RHQ Legal**”) or through the whistle-blowing channel at whistleblowing@persolkelly.com. You are also encouraged to raise concerns about any issue or suspicion of modern slavery in any parts of our business or supply chains of any supplier tier at the earliest possible stage. In the event you are unsure about whether a particular act, the treatment of workers, or their working conditions within any tier of our supply chains constitutes any of the various forms of modern slavery, raise it with your supervisor or RHQ Legal.

6. BREACH OF THIS POLICY

Any violation to this policy by our employees will result in disciplinary action, up to and including termination. We may terminate our relationship with other individuals and organisations working on our behalf or we have business dealing with, if they breach this policy.