

Modern Slavery Act 2015: Slavery and Human Trafficking Statement

Organisation's structure

As an international specialist recruitment company, we are committed to improving our practices to combat slavery and human trafficking. The Directors have assessed and do not consider there to be a risk of slavery or human trafficking taking place within its supplier base. The Group makes appropriate supplier checks around governance and financial standing, and considers these adequate to protect against slavery and human trafficking within the Group's supply chain. This helps to ensure, as far as possible, that no element of the supply chain contrives human rights issues. As such, there are no such issues impacting the Group's business.

Our Supply Chains

Our supply chains include management companies, job boards, property, media, IT equipment, stationary and print suppliers, whilst our clients include large international and STEM businesses.

Our Policies on Slavery and Human Trafficking

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. We are committed to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

Due Diligence Processes for Slavery and Human Trafficking

As part of our controls to identify and mitigate risks, we have in place processes and procedures to:

- Identify and assess potential risk areas in our supply chains;
- Mitigate risks, including slavery and human trafficking occurring in our supply chains;
- Continually monitor risk areas in our supply chains; and
- Protect whistle blowers, via a confidential and independent reporting process.

Training

All staff within SThree are expected to comply with all laws and act in accordance with local guidelines and regulations and act with integrity and honesty. We have undertaken to review our policies and procedures to ensure our colleagues have access to any additional information and support they may require with regard to human trafficking, forced labour, servitude and slavery. Further training will be provided as required, which is an area that remains under review.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for FY 2019. The Company's Modern Slavery Act statement can be found on our website, www.sthree.com.

Mark Dorman

Chief Executive Officer

For and on behalf of SThree plc and its subsidiary companies