



Job&Talent Modern Slavery Statement

For the financial year ended 31st of December 2025



job&talent

job&talent



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Introduction

Job&Talent, a leading global workforce marketplace, is committed to combating modern slavery and human trafficking as a core business value. We uphold the highest labor standards and actively work to eliminate these risks within our operations and supply chain.

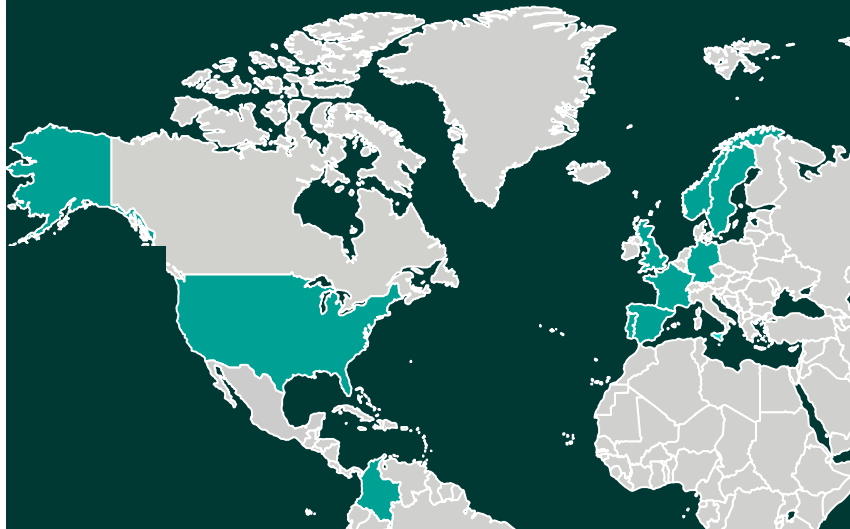
Operating across the temporary employment sector, we recognize inherent vulnerabilities and address them through robust due diligence, transparent worker onboarding, fair treatment, legal compliance, and thorough partner screening. We also train our employees to identify and report potential indicators of modern slavery.

We collaborate with partners, governments, and nonprofits to share best practices and drive collective action. Our commitment goes beyond compliance, aiming to ensure fair, safe, and dignified work for all while continuously strengthening our approach.





Job&Talent is a global staffing and technology company with more than 100,000 daily workers in 10 countries and for more than 4,000 clients



Job&Talent aims to make the labour market **much more fluid and accessible** by **tearing down all the barriers** to job search and hiring.

£800m
funding from triple A global investors: Softbank, BlackRock, Goldman Sachs, and more

**GLOBALLY
2025**

\$2.0B
annual revenue

500K
workers placed
and managed

4,000
clients worldwide

10
countries





We operate nationally at scale

34 years

in the staffing industry

£330m

annual revenue generated within the UK

500+

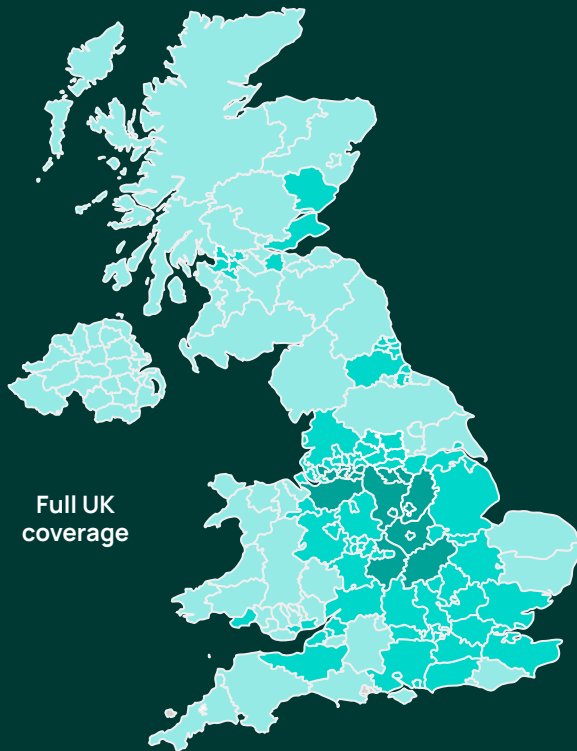
satisfied partners in 2024

12,500

workers placed daily into work within the UK

230+

locations across the UK alone

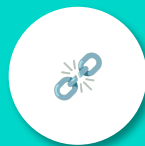


Job&Talent operates a nationwide UK network of branch-based, on-site, and remote operations, with six branches and over 230 on-site locations supporting client delivery. Job&Talent UK Ltd employs approximately 300 staff across operational and back-office roles and incorporates the subsidiaries Job&Talent Works Ltd, Single Resource Ltd, Extra Personnel Ltd, and Extra Personnel Automotive Ltd. Collectively, these entities engage large temporary workforces across warehousing, logistics, manufacturing, food production, and automotive sectors. Job&Talent maintains a minimal supply chain, engaging secondary suppliers primarily during peak periods, all of which are subject to robust vetting and regular audits to ensure compliance with Job&Talent's values, including strong measures to prevent modern slavery and promote fair treatment of workers.



Our Policies and Procedures

To combat workforce exploitation, we maintain nine key policies and procedures, covering areas such as child labour, forced labour, human rights, and reporting mechanisms, which are accessible to all employees and reinforced through mandatory compliance training. Staff responsibilities are clearly defined, and a dedicated Compliance team within People & Culture ensures these policies remain current, effective, and aligned with best practices.



Forced Labour & Ethical Policy

This policy serves as a cornerstone of our responsible business conduct, explicitly prohibiting all forms of forced labor, including but not limited to, any form of coercion, debt bondage, disciplinary action that results in obligation to work, forced overtime, document retention, and the charging of recruitment fees to workers.



Investigating Modern Slavery & Exploitation Procedure

This procedure is designed to empower our staff with the knowledge and tools necessary to recognize potential instances of exploitation within our sphere of influence. By providing clear guidance on conducting welfare checks, understanding indicators of exploitation, and outlining steps to take both during and outside of standard business hours



Imposter Monitoring Procedure

This procedure is designed to protect the business and its workers by establishing robust mechanisms to identify and prevent "imposters" from entering the workplace. This helps to mitigate the risk of labor exploitation and prevent legal breaches related to Right to Work restrictions.



Risk Assessments

We conduct an annual Modern Slavery Risk Assessment, in order to identify areas where we can improve our practices, strengthen our safeguards, and ensure that our existing measures remain both appropriate and effective in mitigating potential risks. Below are selected examples from our Risk Assessment.

Risk Identified

Mitigation Measures

Registration Fees/Hidden Payments

Workers being subjected to exploitative recruitment practices such as paying recruitment fees or hidden fees such as PPE costs was deemed to be an unlikely risk but one which would have a moderate impact.

- Regular raising awareness initiatives
- Job&Talent app available on app stores with no fee
- Random worker interviews during internal audits
- Thorough staff training and confirmation of understanding

Excessive working hours & insufficient rest breaks

Workers completing excessively long hours, being deprived of suitable rest breaks, or being inadvertently allocated additional hours by the client outside of our management process was deemed to be a likely risk with moderate impact.

- Improved shift allocation tool that provides a wider view for coordinators
- Implemented 'login' functionality in the App to enable live monitoring of worker hours and improve control.

Forced Labour

Instances where a worker is forced to work against their will, under threat of punishment was deemed to be an unlikely risk but with major impact.

- Robust policies supported through training
- All workers asked welfare questions at registration
- Comprehensive evaluations on 2nd Tier Suppliers
- Various channels available for reporting concerns
- Modern Slavery Champions trained for many sites

Anti-Slavery Committee

The Modern Slavery Committee meets bi-monthly to identify, mitigate, and review risks, bringing together representatives from Compliance, Commercial, Product, Payroll, Operations and Customer Service. By integrating diverse perspectives, the committee thoroughly assesses potential issues and develops well-informed prevention and response strategies. Open dialogue and clear communication ensure effective, innovative solutions.

Meetings agenda:

- Current cases and concerns
- Trends and risk areas
- MS Risk Assessment
- Control Measures
- Raising Awareness initiatives
- Response plan

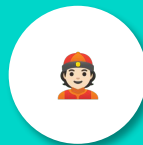




Due Diligence

To proactively minimise the risk of workforce exploitation, a multi-faceted approach has been implemented, encompassing various measures designed to identify and mitigate potential vulnerabilities. These safeguards, many of which have been established for years, are subject to regular review and adaptation to ensure optimal effectiveness in a constantly evolving landscape.

This commitment extends beyond internal operations, with specific strategies aimed at scrutinising the supply chain to prevent the unwitting introduction of exploitative practices into the business. By continuously refining these processes, we strive to cultivate a responsible and ethical working environment and uphold our commitment to human rights.



Suppliers

Job&Talent utilises 2nd Tier suppliers only when necessary. We ended 2025 with only 5 approved 2nd Tiers, all of which were either subject to robust vetting for new 2nd Tiers, or went through their annual audits.

Alongside the 2nd Tier worker interviews conducted during internal site audits, in 2025 we introduced short interview questionnaires for site teams to complete with 2nd Tier workers to enable more regular check-ins.



Reports

We run weekly and monthly reports to identify potential modern slavery and welfare risks, including reviews of worker app responses and addresses with multiple active workers, as well as duplicate bank details and phone numbers, which trigger follow-up actions. We have also strengthened identity checks by introducing mobile number verification and requiring current bank documentation before accepting bank details.



Welfare Checks

Our internal audits include random worker interviews covering awareness of rights, access to complaint channels, treatment by Job&Talent and client teams. The take place alongside regular welfare interviews carried out by Modern Slavery Champions as part of their training and quarterly responsibilities.

Memberships & Licences

Job&Talent operates with a strong commitment to ethical conduct and transparency across all business practices. This dedication is underscored by our strategic partnerships with leading UK organisations specializing in ethics, governance, and fair labor practices. These collaborations ensure that our operations adhere to the highest standards and reflect best practices in the industry.

GLAA Licensed

Jobandtalent Works -
JOBA0004

Single Resource - SING0001
Extra Personnel - EXTR0012





Key performance indicators to measure effectiveness of steps being taken

One of Job&Talent's core principles is **"High Standards"**. This means we seek to continuously raise the bar and achieve more.

We made good progress in these metrics relating to the ways in which we seek to prevent exploitation and to ensure our workers' wellbeing, and we intend to improve further in 2026.

Where we were in 2024

Total score of **127**, or **66%** on Stronger Together Good Practice Implementation Checklist.

RRT Progress Status **87%** including:

- Management Systems & Due Diligence - **78%**
- No forced labour - **100%**
- No child labour - **100%**
- Wages and benefits - **100%**
- Working time - **82%**
- Ethical & professional conduct - **95%**

38 staff members completed Modern Slavery Champions training.

89% Operations staff completed updated Modern Slavery Training.

Worker NPS: **57**



2025 Results

Total score of **146**, or **76%** on Stronger Together Good Practice Implementation Checklist.

RRT Progress Status **87%** including:

- Management Systems & Due Diligence - **78%**
- No forced labour - **100%**
- No child labour - **100%**
- Wages and benefits - **100%**
- Working time - **82%**
- Ethical & professional conduct - **95%**

A further **30** staff members completed Modern Slavery Champions training.

84% Operations staff completed updated Modern Slavery Training.

Worker NPS: **59**



Training & Raising Awareness



Training

Our mandatory Modern Slavery training content is reviewed and updated annually by our Compliance team, with all staff required to re-complete each year. In 2025, we achieved 84% completion of this training. An additional 30 modern slavery champions were trained in 2025, helping to strengthen our commitment to our champions network.



External Support

The Compliance team and Directors regularly engage with industry resources through webinars and events hosted by organizations such as the ALP, GLAA, and Stronger Together. Staff are encouraged to use member resources, including e-learning, to support internal training and stay up to date with best practice and regulatory changes.



Worker Awareness

During registration and induction, all new recruits receive information on modern slavery through recruiter discussions, welcome emails, and awareness videos. This is reinforced through the Worker Compliance Hub, which provides guidance on identifying modern slavery and accessing support, as well as regular worker newsletters that maintain ongoing awareness throughout employment.



Plans for 2026



Employment Plus

As of Q1 2026, we are in talks with the Salvation Army, to find out how we can support individuals through their Employment Plus service. Employment Plus offers tailored support to help vulnerable individuals, who may have experienced exploitation, become job-ready.



Snowdrop Project

Throughout 2026, we will be continuing our partnership with the Snowdrop Project, a charity supporting survivors of modern slavery & exploitation to rebuild their lives. Members of our teams will be assisting with a home renovation project in the summer, getting the property ready for one of their clients.



Committee Expansion

As of Q1 2026, we are in the process of recruiting additional members for our modern slavery committee, to help provide a better insight into the issues facing our business. We have already managed to recruit a number of new members, particularly from our Operations teams, helping to provide first hand knowledge of the issues our workers are facing.



Job&Talent falls under the reporting requirements of the UK Modern Slavery Act 2015 ('the Act'). This statement for financial year ending 31st December 2025 outlines the actions we have taken to prevent modern slavery in our operations and supply chains.

The Job&Talent entities covered by the 2025 Modern Slavery Statement are:

- Jobandtalent UK Ltd
- Jobandtalent Works Ltd
- Single Resource Ltd
- Extra Personnel Ltd
- Extra Personnel Automotive Ltd

This statement is made in accordance with Section 54, Part 6 of the UK Modern Slavery Act and will continue to be subject to annual review.

This Statement was approved by:

Andrew Small - Managing Director
Jobandtalent UK Ltd

Date of approval: 28th of January 2026