Modern Slavery Act Statement

For Financial Year: 1 April 2025 – 31 March 2026

G2V Recruitment Group Limited, registered in England and Wales
Registered number for G2V Recruitment Group Limited: 08067630
Registered address: 4th Floor, 10 Old Bailey, London, EC4M 7NG
Registered VAT no: 182 819 383

Introduction

G2V believes that it is of paramount importance that commerce in today's society does not rely upon nor benefit from the exploitation of any individual, group or body corporate.

G2V appreciates the gravity and important of our duty to uphold the fundamental human rights to not be held in slavery or servitude and not to be required to perform forced labour as well as the right to liberty and security. The rights are enshrined in Articles 4 and 5 of the European Convention on Human Rights and harmonised into the law of the United Kingdom by the Human Rights Act 1998.

Accordingly, we are committed to improving our practices to combat slavery and human trafficking and anticipate that this statement will make this abundantly apparent. G2V has always been a business premised on quality relationships between people. Whether the person in question is an employee, a contractor or a client, we categorically believe in maintaining relationships with mutual respect and understanding. The services we provide should always leave everyone a winner, accordingly we have zero tolerance for the exploitation of slavery and human trafficking.

"G2V is a business whose bedrock is the fantastic relationships we cultivate and maintain within our own workforce, with our clients and with the candidates we place. The reason we and our Consultants are the best at what we do is quite simple: we believe in a code of professional ethics which promotes integrity, hard work and not cutting any corners. This ethos leaves no scope for deplorable acts such as exploitation or slavery in our supply chains."

- Luke Parker, CEO, G2V Recruitment Group Limited

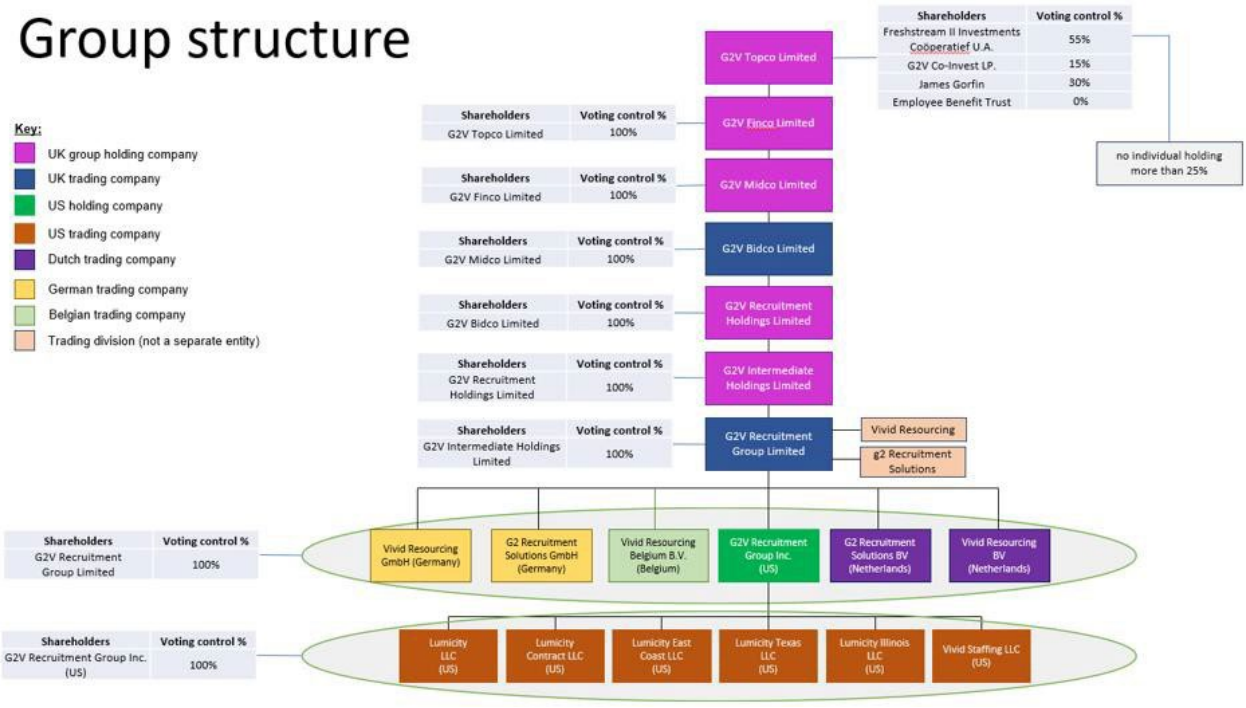
Organisation's structure

We are a group of international providers of recruitment and labour hire services in the global energy, engineering and IT sectors. The group sits under its parent company, G2V Recruitment Group Limited (the "G2V Group"). The G2V Group has over 400 employees worldwide and operates in 53 countries.

The G2V Group had a global annual turnover of £278.88m in financial year 1 April 2025 – 31 March 2026.

Our business

Our business is organised into business units, as shown below:



Our supply chains

Our supply chains include:

- independent contractors;
- personal service companies;
- umbrella companies;
- clients; and
- end clients.

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. This reflects our commitment 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 out supply chains.

Due diligence processes for slavery and human trafficking

We believe that proper due diligence is the cornerstone of effective compliance. Robust due diligence in connection with employees, agents, representatives, customers, business partners, and potential acquisitions can mitigate the risk of any Modern Slavery Act violations within our supply chains.

The specific amount of due diligence which a department will apply when engaging third parties necessarily varies according to certain risk factors. Where certain risk factors are raised, G2V Group conducts a thorough Enhanced Due Diligence Process, the integrity and coordination of which will be monitored by G2V Groups' senior management, Compliance and Human Resources teams.

With regards to our supply chains we have in place systems to:

- Identify and assess any potential risk areas;
- Mitigate the risk of slavery and human trafficking occurring;
- Monitor any potential risk areas;
- Ensure we are sufficiently protecting whistle blowers.

Supplier adherence to our values and ethics

At the G2V Group we have a zero-tolerance policy to slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our values we have in place a supply chain compliance programme. This consists of:

- comprehensive checks that all umbrella Companies on our supplier list are not involved in either slavery or human trafficking, as well as a written statement that this is the case and that sufficient training on this subject is being provided to umbrella company employees;
- ensuring that we are taking particular care when the location for provision of our candidate's service is somewhere where there may be increased risk of exposure to slavery or human trafficking; and,
- making certain that we have protocols in place to raise red flags internally and refer any identified risks on slavery or human trafficking to the compliance team where necessary, who will then take appropriate action.

We have a dedicated compliance team, which consists of representatives from the following departments:

- Legal;
- Audit and compliance;
- Human resources.

This compliance team reports to Ryan Morrow, Operations Director, and gets full cooperation from the business.

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to our staff. We also encourage our business partners to provide training to their staff and suppliers and providers.

Our effectiveness in combating slavery and human trafficking

We use the following key performance indicators (KPIs) to measure how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains:

- Ensuring that all umbrella companies on our preferred supplier list are fully audited
- Ensuring that all umbrella companies on our preferred supplier list have provided us with ta statement of their compliance with the requirement of the Modern Slavery Act 2015
- Ensuring that effective due diligence is utilised to mitigate any risk of violation of the Modern Slavery Act 2015 and ensuring that an enhanced due diligence process is used where necessary
- Ensure that all members of the compliance team are trained sufficiently and have a thorough understanding of the actions to be taken whenever an issue relevant to the Modern Slavery Act 2015 is brought to their attention.
- Ensure that all sales employees are provided bi-annual training on identifying and responding to any potential issues relevant to the Modern Slavery Act 2015

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our Group's slavery and human trafficking statement for the financial year ending 31 March 2026.

Signed by:
Luke Parker
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Luke Parker
Chief Executive Officer
G2V Recruitment Group Limited