

Modern Slavery and Human Trafficking Statement

Introduction

This statement is published in line with the Modern Slavery Act 2015. It sets out Identifi Global Resources Limited's actions to understand potential modern slavery risks related to our business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in our operation. Identifi Global Resources is committed to preventing slavery and human trafficking in its corporate activities and ensuring that our supply chains are free from slavery and human trafficking.

We recognise that we have a responsibility to take a robust approach to slavery and human trafficking and we continue to take our responsibility seriously during the coronavirus pandemic.

This statement relates to actions and activities during the Calendar year 1 January 2025 to 31 December 2025.

Business Operations

Identifi Global Resources is committed to the principles of the Modern Slavery Act 2015 and takes a zero-tolerance approach to slavery and human trafficking, ensuring that we achieve the highest levels of ethical and human rights principles in its business conduct.

This statement covers the activities of Identifi Global Resources which is predominately an Employment Agency and Employment Business. Our organisation business activities are reflected on our website where this policy resides (refer to the Identifi Global Resources web site at Identifiglobal.com).

Supply Chain

We work closely with our partners to ensure that they comply with our statement on slavery and human trafficking. Where we can operate directly, we do and this ensures our compliance. Where we work with our partners, we include within our partnering arrangements agreed approaches and clear statements on how we will jointly work together. We reflect the responsibilities of all organisations within our contracts and partnering agreements. We do not enter into any business activities with any organisation in the UK or abroad that knowingly supports or is found to be involved in Slavery or Human Trafficking.

Responsibilities

Responsibility for our initiatives are as follows:

- **Policies:** We have terms written into our resource, partnering contracts and we ensure that we only recruit staff from a reputable recruiter. For Identifi Global Resources this is a partnered arrangement. We are committed to reviewing our policies as part of our ISO 9001.
- **Risk assessments:** Before we enter into any partner agreement and or contract, we ensure that the right terms are reflected. We conduct a review of the company from materials that we can source ourselves and on the web. Before we recruit we adopt pre-employment checks.
- **Investigations/due diligence:** Within our company due diligence is the responsibility of HR and our commercial lead with investigations being supported by the Quality Manager.
- **Training:** We conduct annual training for our staff on all aspects of the Company and a key element is the approach to slavery and human trafficking. We reflect the importance of being diligent and cover the Identifi Global Resources statement.

Relevant policies

Identifi Global Resources' Modern Slavery intent and approach reflects its commitment to acting ethically and with integrity in all of its business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking are not taking place within its supply chains. Identifi Global Resources protects whistle-blowers via its Whistleblowing Policy.

Identifi Global Resources has implemented an approach for conducting key supplier reviews. We will seek their assurances of compliance with the Modern Slavery Act 2015. Currently this is a small number of suppliers. During 2025 we will continue to seek assurances from our supply chain. Identifi Global Resources will review its existing contracts and future potential contract awarding in support of preventing modern slavery.

Identifi Global Resources reflects this in its policies and practices as follows: Whistleblowing; Code of Conduct; Recruitment and selection, Diversity and Inclusion, Anti Bullying and Harrassment and our procurement supplier codes of conduct.

Due diligence

Identifi Global Resources takes a zero-tolerance approach to slavery and human trafficking. To ensure our supply chain and contractors comply with our values, Identifi Global Resources will check compliance to the Modern Slavery Act 2015 clauses in standard terms of business for procurement/contracts. We will undertake due diligence when considering taking on new suppliers and conduct regular reviews of our existing suppliers. Our due diligence and reviews include the following:

- Identify and action potential risks in Identifi Global Resources and our supply chains.
- Monitor potential risks in our business and supply chains and reflect these in our risk register.
- Reduce the risk of occurrence through taking steps to improve substandard suppliers' practices, including providing advice to suppliers and requiring them to implement action plans.
- Where there is evidence of failure to comply, in our supply chain, we will invoke our clauses listed in the contracts.

Performance indicators

We have reviewed our key performance indicators (KPIs). As a result, we are now actioning the following:

- We continue to review the need of a formal policy.
- We require all staff to have completed our internal training on modern slavery by 31st December 2025 and a formal refresher in 2025.
- We have developed a risk approach for our suppliers and it is incorporated into the policy. This will be reviewed and updated every 6 months.
- We will continue to review our existing supply chains and the associated risk reflected in our corporate RAID.

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in Identifi Global Resources' supply chains and its business, Identifi Global Resources will provide training to staff. Identifi Global Resources may publicise the Modern Slavery Policy and Procedure and the requirement to produce this statement on an annual basis to all staff.



identifi global

CYBER SECURITY - DIGITAL - BUSINESS IT

We require all staff to attend the Identifi Global Resources corporate days at least once per annum to undergo the necessary training where we will include modern slavery and human trafficking. We will include the following:

- How employees can identify and prevent slavery and human trafficking.
- What employees can do to flag up potential slavery or human trafficking issues to the relevant parties within our organisation.
- What external help is available, for example through the Modern Slavery Helpline.

Approval

This statement is made pursuant to section 54 (1) of the Modern Slavery Act 2015 (the Act) and constitutes Identifi Global Resources's modern slavery statement. This statement has been approved by the Identifi Global Resources Management Board. This statement will be reviewed and updated as necessary on at least an annual basis. This statement applies to all staff.

This statement was approved by the CEO of Identifi Global Resources.

Signed CEO

Gary Fay

Dated 2nd January 2025