

1. Scope

This policy is mandatory and covers all individuals, whether or not they are employees, working at all levels and grades within the Adecco Group UK and Ireland (the "UK & I Group") collectively "Staff".

This policy does not form part of any employee's contract of employment and we may amend it at any time.

2. Policy statement

The Adecco Group has been committed to human and labour rights for a number of years. For example, in November 2003, the Adecco Group became the first company in its industry to sign the United Nations Global Compact. In November 2008, UNI Global Union and Ciett Corporate Members, including the Adecco Group, signed a Memorandum of Understanding to consolidate the industry's global social dialogue to achieve fair conditions for the temporary agency work industry.

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms including slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain. We have a zero-tolerance approach to modern slavery and we are committed to acting ethically and with integrity in all our business dealings and relationships to ensure modern slavery is not taking place anywhere in our own business. We expect the same high standards from our suppliers and as part of our code of conduct for suppliers, we include specific prohibitions against the following:

- Holding a person in slavery or servitude or requiring a person to perform any form of forced or compulsory labour.
- Arranging or facilitating the trafficking of any persons.
- Purchasing materials or services from companies who use involuntary labour or participate in human trafficking.

3. Personnel responsible for implementing the policy

Every member of Staff is responsible for ensuring that his or her actions are compliant with this policy. Each manager is responsible for ensuring his or her department's compliance and for informing his or her Staff about this policy.

4. Compliance with the policy

You must ensure that you read, understand and comply with this policy.

The prevention, detection and reporting of modern slavery in any part of our business or supply chains is the responsibility of all those working for us or under our control.

Anti-slavery and Human Trafficking Policy

Version: January 2016



You are required to avoid any activity that might lead to, or suggest, a breach of this policy.

You must notify your manager as soon as possible if you believe or suspect that a conflict with this policy has occurred, or may occur in the future.

You are 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.

If you believe or suspect a breach of this policy has occurred or that it may occur you must notify your manager or the Legal Department as soon as possible.

If you are unsure about whether a particular act, the treatment of workers more generally, or their working conditions within any tier of our supply chains constitutes any of the various forms of modern slavery, raise it with your manager or the Legal Department.

We aim to encourage openness and will support anyone who raises genuine concerns in good faith under this policy, even if they turn out to be mistaken. We are committed to ensuring no one suffers any detrimental treatment as a result of reporting in good faith their suspicion that modern slavery of whatever form is or may be taking place in any part of our own business or in any of our supply chains. Detrimental treatment includes dismissal, disciplinary action, threats or other unfavourable treatment connected with raising a concern. If you believe that you have suffered any such treatment, you should inform your manager or HR if it would not be appropriate to inform your manager.

Communication and awareness of this policy

Training on this policy, and on the risk our business faces from modern slavery in its supply chains will be provided as necessary.

Breaches of this policy

Any employee who breaches this policy will face disciplinary action, which could result in dismissal for misconduct or gross misconduct.

We may terminate our relationship with other individuals and organisations working on our behalf if they breach this policy.