

Salt's Modern Slavery Act Transparency Statement

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the slavery and human trafficking statement for the financial year ending December 2020 for Salt Recruitment Group Limited and its subsidiaries ("Salt") and has been approved by the board of directors.

Our Structure

Salt is a global, award-winning digital recruitment agency specialising in the Consulting, Creative, HR, Marketing, Sales and Technology sectors. Our registered office is 9 Wootton Street, London, SE1 8TG.

Policy Statement

Modern slavery is a heinous crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another to exploit them for personal or commercial gain. In the United Kingdom modern slavery is governed by the Modern Slavery Act 2015.

Salt is committed to acting ethically and with integrity in all our business dealings and relationships and to implement and enforce policies to ensure modern slavery is not taking place anywhere in our own business or our supply chain. We operate a zero-tolerance policy and expect the same high standards from all of our contractors, suppliers and other business partners.

In accordance with the Modern Slavery Act 2015, Salt has prepared a Modern Slavery Act Transparency Statement.

Employment at Salt

Salt has robust recruitment processes in line with UK employment laws. This includes 'right to work' document checks, written contracts of

employment and checks to ensure everyone employed is aged 16 and above. Furthermore, we pay market salaries and rewards are reviewed annually. We also support initiatives to support our staff member's physical and mental wellbeing and lifestyle choices (e.g. cycle to work scheme, subsidised gym membership and free access to Headspace).

Supply chains

Our teams are specialists in every aspect of digital recruitment. Although Salt does not supply workers in the care, construction or manufacturing industry we accept that no part of our business is immune to the risk of modern slavery. We appreciate that some parts of our business and their respective supply chains might have a higher risk of modern slavery taking place.

As part of our comprehensive Contractor Onboarding Policy, Salt has extensive due diligence processes in place to combat any illegal practices related to slavery and human trafficking in our business and supply chains. For the placement of temporary contractors, Salt only works with vetted companies (Personal Service Companies) and would typically ask for the following documents:

- CV
- Right to work/ID
- National Insurance Number or foreign equivalent
- Bank Statement
- VAT certificates and/ or tax certificates
- Insurance certificates
- References (when requested by our clients)
- Other documents when required by our clients/ local laws

Furthermore, Salt undertakes extensive due diligence when working with umbrella companies who employ the temporary workers supplied by us, by verifying their company structure, onboarding processes (including reward schemes) and their compliance with local laws. Salt has an Approved Supplier List in place to ensure that we only work with the most compliant and professional umbrella companies in the market. This Approved Supplier List is evaluated on an annual basis by our Head of Compliance.

Furthermore, as part of our contracting processes, we include specific prohibitions against the use of forced, compulsory or trafficked labour and we expect that our suppliers also hold their own suppliers accountable to comply with the same standards. Please note that our suppliers are not entitled to subcontract their services unless Salt has permitted them to do

so. Our consultants keep in touch with the contractors regularly throughout their assignment to resolve any issues that may occur.

Effectiveness in combating slavery and human trafficking

In the financial year ending 31 December 2020, no concerns were raised in relation to modern slavery or human trafficking within our supply chain.

This Modern Slavery Statement was approved by the Board of Directors on 23 July 2021.

Signed for and on behalf of Salt Recruitment Group Limited and its subsidiary companies

DocuSigned by:
Philip Moore-Williams
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Philip Moore-Williams
Finance Director

Last updated: 27 July 2021