

MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

Introduction

IntaPeople recognises that it has an obligation to comply with the Modern Slavery Act 2015 (the Act) and this statement sets out the steps taken to ensure that any threats that may result in modern slavery, human trafficking, forced labour or similar human rights abuses are avoided. IntaPeople is determined to do everything in its power to avoid any such exploitation within its business and supply chains.

As recruitment specialists, we take our responsibility for supplying staff extremely seriously and are mindful of the potential for being targeted by traffickers. Our processes around candidate engagement ensure that our employees are alert to the signs of exploitation and are able to take the necessary action promptly and effectively should it be identified.

One of our Company's most valuable assets has always been its reputation for integrity and honesty, and maintaining this reputation within our market is an essential pre-requisite to our continued success.

Our Organisation, Business and Supply Chains

IntaPeople Ltd is a specialist recruitment agency based in Cardiff, providing qualified, professional and skilled temporary, contract and permanent recruitment across the following specialisms:

- Information technology
- Engineering and manufacturing

We predominantly support clients across South Wales and the wider UK, and also operate a dedicated contract desk supplying freelance and contract workers to clients across Europe, with a particular focus on the Benelux region.

Our supply chain principally consists of the candidates and contract workers we engage and place with clients, together with the third parties that support that process: umbrella and payroll companies used to engage contract workers, background-screening and right-to-work checking services, and, where recruitment is delivered on behalf of clients outside the UK, in-country partners and payroll providers. We recognise that temporary labour supply chains, and cross-border contractor engagements in particular, carry a higher inherent risk of modern slavery and human trafficking than our permanent recruitment business, and our due diligence is weighted accordingly.

Our Policies

IntaPeople's Modern Slavery and Human Trafficking Statement, along with our Corporate Social Responsibility, Anti-Bribery and Whistleblowing policies, reflects our commitment to acting ethically and with integrity in all our business relationships.

Due Diligence and Managing Risk

In order to assess and manage the risk of modern slavery and human trafficking in our business and supply chains, we:

- Identify and assess potential risk areas when considering new suppliers, with particular attention to umbrella, payroll and in-country partners used to support our contract and international placements
- Carry out identity and right-to-work checks on every candidate prior to placement
- Issue due diligence questionnaires to new umbrella, payroll and overseas supply partners, and require contractual commitment to compliance with the Modern Slavery Act 2015
- Regularly review our existing supply chains and higher-risk relationships, including the possibility of re-auditing a supplier or conducting spot checks
- Protect whistleblowers who raise a concern in good faith

After due consideration, we have not identified any significant risks of modern slavery, forced labour or human trafficking in our business or supply chains. However, we continue to treat our temporary and cross-border contractor supply chains as our highest-risk area and remain alert to the potential for problems.

Measuring Our Effectiveness

We measure the effectiveness of the steps we are taking to ensure that slavery and human trafficking is not taking place in our business or supply chains against the following performance indicators:

- 100% of candidates placed have completed identity and right-to-work checks prior to starting an assignment
- 100% of new umbrella, payroll and overseas supply partners complete our due diligence process before we engage them
- All staff complete modern slavery and human trafficking awareness training as part of induction, with refresher training thereafter
- Any concerns raised through our whistleblowing channel are investigated and reported to the Board
- Zero substantiated cases of modern slavery or human trafficking identified in our business or supply chains in the reporting period

Training and Capacity Building

We provide modern slavery and human trafficking awareness training to all members of staff, which is built into our induction programme and reinforced through periodic refresher training, so that our consultants are equipped to recognise the signs of exploitation and know how to escalate a concern.

Our Commitment

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes IntaPeople's slavery and human trafficking statement for the financial year ending 31 March 2027. It has been approved by the Board of Directors, who will review and update it annually, and is published on our website.

Date:

September 2026