

This declaration is issued in accordance with section 54 of the Modern Slavery Act 2015 and outlines the measures undertaken and ongoing efforts by Shire and Wold Staffing Ltd to prevent the occurrence of modern slavery or human trafficking within our business operations and supply chain.

Modern slavery encompasses various forms, including slavery, servitude, human trafficking, and forced labor. Shire and Wold Staffing Ltd maintains a strict zero-tolerance stance towards all manifestations of modern slavery. We are committed to conducting our business activities with the highest ethical standards, transparency, and integrity, and we have implemented effective systems and controls to prevent any instances of modern slavery within our business and supply chain.

Our Company Shire and Wold Staffing Ltd is a recognized entity within the domestic staffing recruitment industry on a national scale. Established in January 2022, our primary objective is to provide skilled and experienced individuals for employment within UHNW, HNW, or High-Profile Households or Individuals. However, we have rapidly expanded our services to include luxury hospitality.

High-Risk Areas Recognizing potential risks associated with modern slavery within our business, we acknowledge that such risks exist in the following areas:

- Migrant Labor
- Young Workers, including the risk of child labor
- Contract and Agency Workers
- Female Workers, with the risk of sexual exploitation

Our modern slavery risk assessment encompasses both our direct employees and third-party suppliers. We have identified and prioritized specific areas for focused attention:

- High Priority: Migrant Workers, Women Workers, and Young Workers
- Medium Priority: Accommodation and Transport for Migrant, Female, and Young Workers
- Low Priority: Supply Chain

We have implemented robust processes and procedures designed to detect and address these concerns. This includes conducting independent biannual audits of all our processes and procedures and utilizing the modern slavery hotline for all staff and workers, providing a robust platform for addressing modern slavery issues.

Our Policies We adhere to a range of internal policies to ensure ethical and transparent business conduct. These policies include:

1. Anti-Slavery Policy: Outlining our stance on modern slavery and guidance on how employees can identify and report any instances.
2. Recruitment Policy: Enforcing stringent eligibility checks for all employees to prevent human trafficking and forced labor.
3. Whistleblowing Policy: Providing a mechanism for employees to report concerns without fear of retaliation.
4. Code of Conduct (Business Integrity): Defining expected organizational and employee behavior.

5. Labour Standards Policy: Documenting our commitment to ethical labor standards in our operations.

Our Suppliers Shire and Wold Staffing Ltd maintains a supplier policy that assesses the risk of modern slavery or human trafficking in supplier activities. We maintain a preferred supplier list and conduct due diligence, including online searches and on-site audits, to ensure compliance with our anti-slavery policy. Our supplier contracts require confirmation of adherence to our policy and the following commitments:

1. Steps to eradicate modern slavery within their business
2. Holding their own suppliers accountable for modern slavery
3. (For UK-based suppliers) Paying employees at least the national minimum wage/living wage
4. (For international suppliers) Complying with prevailing minimum wage laws in their respective countries of operation
5. Termination of the contract in the event of modern slavery instances coming to light

Training Regular training is provided to our recruitment consultants and managers to equip them with the knowledge to identify signs of modern slavery and take appropriate action. All recruiters complete an internal Responsible Recruiter course and sign up to its principles. We also utilize Stronger Together training workshops, including "Tackling Modern Slavery in UK Businesses" and "Tackling Modern Slavery in Global Supply Chains."

Performance Indicators The effectiveness of our efforts to prevent modern slavery within our business and supply chain will be demonstrated if:

- No reports are received from employees, the public, or law enforcement agencies indicating the presence of modern slavery practices.

Approval of this Statement This statement was approved by the Managing Director on September 1, 2023.