



Modern Slavery Policy

This statement has been published in accordance with the Modern Slavery Act 2015. It sets out the steps taken by Cue Personnel to prevent modern slavery and human trafficking in its business. We have a zero-tolerance approach to modern slavery and human trafficking within our business.

In June 2013, the European Union commissioned sector-specific guidance for the employment and recruitment agencies sector on implementing the UN Guiding Principles on Business and Human Rights.

Policies

Our Anti-slavery and Human Trafficking Policy (“the Anti-slavery Policy”) reflects our commitment to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our business and supply chains. The Anti-slavery Policy sets out our zero-tolerance approach to modern slavery and human trafficking. Every member of staff is expected to comply with the policy, which includes raising any concerns and using the appropriate reporting channels at the earliest possible stage.

We encourage all staff to report any wrongdoing (including any breaches of the Anti-slavery Policy). All reports will be fully investigated and remedial action and escalation to our directors will follow if appropriate. All policies are always available to staff.

Supplier Code of Conduct

We have a responsibility to agree and adhere to our ethical standards for doing business. These standards require us to:

- refrain from holding a person in slavery or servitude or requiring a person to perform any form of forced or compulsory labour;
- not arrange or facilitate the trafficking of any persons;
- not purchase materials or services from companies who use involuntary labour or participate in human trafficking;
- operate in accordance with the United Nations Universal Declaration of Human Rights (“UN UDHR”), and the fundamental human rights and labour rights as articulated by the International Labour Organisation (“ILO”);
- treat and reward employees equally based on the characteristics of their work and the intensity of their effort;
- provide, while considering the specific dangers of the relevant sector, for safe, hygienic, and healthy working environments for their employees;
- provide, as a minimum, rates of pay at the national legal standards; and always
- act in accordance with applicable national and regional laws and regulations always.

Conclusion

As an organisation, we are committed to building on what we do each year to prevent modern slavery and human trafficking. Following a review of the effectiveness of the actions we have implemented to date; we intend to take further steps to combat modern slavery and human trafficking by increasing internal awareness on identifying and responding to incidents of modern slavery and human trafficking.