

MODERN SLAVERY STATEMENT

Statement for the financial year 2021

INTRODUCTION

This statement is made on behalf of Stepstone UK Holding Ltd the parent company of Totaljobs Group Limited and Jobsite UK (Worldwide) Ltd pursuant to section 54(1) of the Modern Slavery Act 2015 and comprises our slavery and human trafficking statement.

OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Anti-Slavery and Human Trafficking Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems to ensure slavery and human trafficking are not taking place anywhere in our business.

We expect the same high standards from all our contractors, suppliers and other business partners, and as part of our contracting processes, we include specific prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, whether adults or children. As part of our ongoing commitment to this, we have introduced a Modern Slavery Code of Conduct for our suppliers which sets out the minimum standards we expect from them in relation to slavery and human trafficking and requires that they hold their own suppliers to the same high standards. We have also reviewed and revised our standard terms and conditions for recruitment agencies and other third parties we work with and who supply us with employees to ensure appropriate contractual provisions are in place.

Furthermore, we keep our policies and processes under constant review to ensure compliance with the law and best practice.

TRAINING AND MONITORING COMPLIANCE

Consistent with our risk-based approach we require employment and recruitment agencies and other third parties supplying workers to our organisation to confirm their compliance with our Code of Conduct.

As part of our ongoing assessment and due diligence processes, we will be carrying out audits of our suppliers for their compliance with our Code of Conduct, Anti-Slavery and Human Trafficking Policy and Modern Slavery Code of Conduct. In particular, we aim to:

- (i) ascertain our key suppliers who provide goods and services direct to our business;
- (ii) in relation to each of our suppliers, determine whether they pose a high, medium or low risk; and
- (iii) continue to assess those suppliers who are ranked as high risk.

We require suppliers to comply with all applicable laws and standards, including those that relate to the Modern Slavery Act and expect them to have appropriate policies and procedures in place within their business to prevent child labour, modern slavery and human trafficking in their own business and in their supply chains. As part of this, we have introduced a requirement for all new suppliers to provide a copy of their slavery and human trafficking statement or policy and provide support documentation as part of our due diligence process.

We have also appointed personnel who will be responsible for monitoring compliance and adherence to Totaljobs Group's values on an ongoing basis and implementing practices and programs that support these values.

INTERNAL PROCESSES

We have analysed our process for engaging new suppliers and identified ways in which we can strengthen our continued support against modern slavery and human trafficking, by streamlining our procedures and ensuring that each new supplier agrees to a pre-determined set of guidelines before we engage in a contractual relationship. Our departments are working together to implement this new process which will ensure that we are engaging with suppliers who share our values and commitment to acting ethically and with integrity.

TRAINING

Our policies provide a clear set of standards which underpin our commitment to tackling modern slavery. To ensure our policies are embedded in our culture and make employees aware of the Modern Slavery Act 2015 and the drivers of modern slavery, we share this statement and provide information to our employees through our internal communication channels. Additionally, a copy of this statement is available on our website at <https://www.totaljobsgroup.com/responsibility>.

DECLARATION

This statement has been made in accordance with the reporting requirements of the Modern Slavery Act 2015, for the year ending 31 December 2021. This statement applies to all parts of the Stepstone UK Group.

This statement was approved by Management and has been signed by the Chief Executive Officer on

Jon Wilson

Signed: [Jon Wilson \(Apr 28, 2021 12:15 GMT+1\)](#).....

Date: **Apr 28, 2021**.....

Jon Wilson
Chief Executive Officer