

Modern Slavery

This Policy applies to Talentia and all subsidiaries

Effective date	01.09.2026	Next review date	01.09.2027
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Talentia is committed to maintaining high standards of ethics, honesty, openness and accountability. We recognise that our people, customers and suppliers all have a role to play in protecting human rights and preventing modern slavery.

What is modern slavery

Modern slavery is an international crime and refers to exploitative practices including servitude, slavery, child labour, debt bondage, forced marriage and human trafficking. It can involve coercion, physical or financial pressure, abuse, threats or other means used to force people to work against their will.

Our Approach

Talentia does not tolerate modern slavery or other serious human rights abuses. We recognise that modern slavery can occur locally and globally and that risks may exist within our own operations and through our supply chain and business relationships.

Freedom of association

Talentia respects the right of people to choose whether to participate in lawful employee or worker organisations and to engage in collective representation. We will not discriminate against or disadvantage anyone because of their choice to participate in, or not participate in, such activities.

We encourage open communication and respect the right of people to raise workplace concerns and have their views represented appropriately.

What you can expect from Talentia

- Maintain clear policies, employment agreements and client Terms of Business that protect people from unfair treatment and support fair and inclusive workplaces.
- Use visa and identification screening as part of our recruitment processes.
- Maintain recruitment and employment practices that comply with relevant employment requirements.

- Review variations to standard terms of engagement to ensure rights, entitlements and health, safety and wellbeing are maintained.
- Undertake internal compliance audits of operational, financial and administrative processes.
- Provide training and information about human rights, modern slavery concerns and relevant indicators.
- Maintain open communication channels for raising concerns, disclosures and information sharing, including confidential and anonymous options where appropriate.
- Respect individual choices regarding representation and participation in employee or worker organisations.
- Do not disadvantage people because they choose to participate in, or not participate in, lawful collective representation.
- Investigate concerns thoroughly and escalate founded concerns to relevant authorities where appropriate.

What we expect from our people

- Remain alert to potential indicators of modern slavery and human rights concerns.
- Raise concerns promptly where something does not appear right.
- Treat all people with dignity, respect and fairness.
- Respect the rights and choices of others regarding lawful representation.
- Cooperate with any appropriate investigation.

Reporting and whistleblowing

Anyone who suspects Talentia, an employee, client or supply chain partner may have breached this Policy or human rights should raise the concern promptly with Senior Management or the CEO, or through Talentia's Whistleblowing Policy. Concerns will be treated confidentially where possible, subject to legal obligations.

Breaches

Any confirmed breach of this Policy will be taken seriously and may result in disciplinary action, reporting to external authorities and, where appropriate, disengagement from a client or supplier relationship.