MODERN SLAVERY STATEMENT

TRANSPARENCY IN THE SUPPLY CHAIN

This statement is made as part of Options Resourcing Ltd's commitment to eliminating the exploitation of people under the Modern Slavery Act 2015 (the Act). It summarises how Options Resourcing operates, the policies and processes in place to minimise the possibility of any problems, any risks we have identified and how we monitor them, and how we train our staff.

This statement is published in accordance with section 54 of the Act and relates to the financial year 1st April 2025 to 31st March 2026.

1 Our Business

Options Resourcing is a limited company operating in the recruitment sector. We operate as an employment business and agency supplying temporary, contract and permanent workers, including the provision of managed services.

Who we work with

All hirers that we work with, and all work-seekers we provide, are known to and identified by our staff. All temporary workers we supply are identified by our staff. Some of these work-seekers operate through their own limited companies.

As part of our business, we also work with the Recruitment and Employment Confederation

2 Our Policies

Options Resourcing has a Modern Slavery Policy which is available to all staff/partners and can be produced to clients and parties in the recruitment supply chain upon request. In addition, Options Resourcing's Corporate & Social Responsibility policy, which is publicly available on the company website incorporates ethical standards for our staff and partners.

Options Resourcing's policies are established by our directors based on advice from HR professionals, industry best practice and legal advice, and in consultation with external advisors. We review our policies annually, or as needed to adapt to changes.

3 Our Processes for Managing Risk

To assess the risk of modern slavery, we conduct pre-qualifying questionnaires before entering a commercial relationship with any business and assess the potential for risk. We will ask for evidence of processes and policies around modern slavery and forced labour where necessary. These successful businesses form our preferred supplier list. We review the potential for risk at regular intervals, including the possibility of re-auditing a supplier or conducting spot checks.

After due consideration, we have identified that the construction industry has a higher risk of Modern Slavery taking place and that transactions and ID are potential risks that may occur in the supply chain.

Additionally, we have taken the following steps to minimise the possibility of any problems:

- We reserve the right to conduct spot-checks of the businesses who supply us and investigate any complaints
- We collaborate with our suppliers to improve standards and transparency across our supply chain

Our staff are encouraged to bring any concerns they have to the attention of management.

4 Our Performance

This policy, process and procedure is supported by our Integrated Management System, compliant with the requirements of ISO 9001:2015, ISO 14001:2015 and ISO 45001:2018. The implementation and operation of these management systems underlines our commitment to this policy.

We carefully consider our indicators to ensure that we do not put undue pressure on our suppliers that might increase the potential for risk.

5 Our Training

All our staff receive information around issues involving modern slavery, forced labour and human trafficking as part of their induction training, and aware-raising information so that they can bring any concerns they have to the attention of management.

Authorised by:

Mr. P. Ingram – CEO