

ACT*1 Services Limited
t/a AgileOne:

**Modern Slavery
Act Statement 2019**

This statement sets out the steps AgileOne is taking to ensure that slavery and human trafficking are not taking place in any of our internal operations or supply chains.

This statement is made by Act*1 Services Limited trading as AgileOne in the UK, and is in accordance with the requirements set forth within section 54(2) of the Modern Slavery Act 2015 and the Modern Slavery Act 2015 (transparency in Supply Chains) Regulations 2015.

INTRODUCTION FROM THE SENIOR VICE PRESIDENT

AgileOne is committed to improving our practices to combat slavery and human trafficking and has always maintained a commitment to respecting human rights in its supplychain and business operations with “Humanity” being one of our core values. We welcome the transparency that the Modern Slavery Act supports.

We implement processes and procedures to make sure all of our policies are respectful of individual rights, which is enhanced by our core company values

In every part of our internal organisation and external partnerships, we make sure that any concerns surrounding unethical behavior is raised without any fear of reprisal. We are always looking to improve to make sure that we do not take things at face value.

I have great admiration for what we stand for as an organisation, with enhanced values that give everyone an equal opportunity and support profoundly our commitment to human rights. It is in this context that we are publishing our Modern Slavery Act Statement below.

BACKGROUND AND GROUP STRUCTURE

AgileOne UK is a wholly owned subsidiary of The ACTONE Group, Inc, based in Torrance, CA, USA.

Founded in 1978 with incorporated locations in strategic markets within United Kingdom, Europe, North America, LATAM and APAC, AgileOne is the technology and managed services vertical of the ACT1 Inc. Group of Companies. AgileOne, a privately held, minority and woman-owned business with 2,600 employees worldwide, has been a trusted and reliable total workforce management service and technology solutions partner to clients globally. Few other firms have the ability to provide the scope of services that AgileOne can as a single organisation.

AgileOne stands out among its competition because of its ability to provide turnkey solutions for every workforce and vendor management function as a centralised source. Solutions help clients optimise performance, meet compliance requirements, mitigate risk, and achieve cost efficiencies that are often sacrificed when compared to most workforce management solutions where multiple providers and contracts are required to design a programme.

OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING

We are committed to ensuring that there is no modern slavery or human trafficking in in any part of our business nor our supply chains.

Our Global and UK Anti-slavery and Human Trafficking Policies reinforce our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective

systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING

As part of our initiative to identify and mitigate risk we outline due diligence procedures.

We have in place systems to:

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.
- Protect whistle blowers.

Our services are centered around the management of our clients' temporary workforce and our suppliers are employment business whom supply temporary workers to our clients. We see this as being the focus of our risk assessment to ensure that all temporary workers are performing their assignments without any link to slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

Whistleblowers are protected by our whistleblowing policy.

SUPPLIER ADHERENCE TO OUR VALUES AND ETHICS

We have zero tolerance to slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our values, we have in place a supply chain compliance programme.

In the UK 95% of our suppliers provide recruitment services in both contingent and permanent labour categories across all business sectors.

We have a specialised division GSS (Global Strategic Sourcing) whose sole role is to constantly monitor, assess and control every supplier within our supplychain.

GSS ensures that each member of our supplychain completes a document "Doing Business With AgileOne" which sets expectations of suppliers and includes statements around forced labor. During 2019 we will expand on the types of questions and audit requirements of our suppliers.

Our values and ethics are thereby flowed down to every single member of our supplychain and we are confident that our processes produce a high quality of suppliers with a very low risk of slavery and human trafficking to the individuals they place into the workplace.

TRAINING

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we are preparing and will provide training to all staff via our LMS resource.

OUR EFFECTIVENESS IN COMBATING SLAVERY AND HUMAN TRAFFICKING

AgileOne continues to develop a robust processing system to assess slavery and human trafficking. We appreciate that the process must be on-going and to some extent is never complete: we always need to continue to develop as our business grows. We intend to carry out random audits across any supplier we engage or on the individuals placed into work through our suppliers with our clients. Using these effective methodologies, we are able to make sure that any discrepancy, violation or complaint is dealt with quickly and efficiently as possible.

FURTHER STEPS

AgileOne is committed to continue reviewing the effectiveness of the steps we currently undertake to ensure there is no slavery or human trafficking in our supply chains, through auditing and monitoring of our supply chain.

This Statement has been approved by the board of directors.

Signed for and behalf of Act*1 Services Limited t/a AgileOne on 27 March 2019.



Brett W. Howroyd
Director