

Modern Slavery and Human Trafficking Statement

Inspire Talent Solutions Ltd

For the period 1st September 2025 to 1st September 2026

Inspire Talent Solutions Ltd ("Inspire") is a UK-based Technology Recruitment organisation dedicated to recruiting, upskilling, and transforming talent within the technology sector for the future. We operate across various locations, including the UK, USA, Romania, Poland, India and Brazil.

At Inspire, we are committed to ensuring that modern slavery and human trafficking do not occur in any part of our business or within our supply chains. We have a zero-tolerance approach to slavery and human trafficking and are dedicated to acting ethically and with integrity in all our business dealings.

This statement is made in accordance with Section 54(1) of the Modern Slavery Act 2015 and outlines the steps we have taken and will continue to take to ensure modern slavery is not taking place within our organisation or our supply chains during the financial year ending 1st September 2025.

Our Policies and Approach:

To further our commitment to combating modern slavery, we have implemented several policies and procedures, including:

- **Employee Code of Conduct:** Outlines the ethical behaviour expected from all employees, ensuring fair treatment and respect for human rights.
- **Physical Security Policy:** Ensures all work environments across our locations meet the highest standards of safety and security, safeguarding individuals from any form of exploitation.
- **Diversity and Inclusion Policy:** Promotes an inclusive workplace where all employees are treated with respect and dignity, reducing vulnerability to exploitation.
- **Background Screening Policy:** Ensures that all employees and contractors undergo thorough vetting, ensuring they are engaged under lawful and ethical conditions.
- **Monitoring and Reporting Policy:** Establishes procedures to report any suspected instances of modern slavery or human trafficking within our business or supply chains.

Due Diligence:

Inspire conducts regular reviews of its operations and supply chains to identify and mitigate any risks associated with modern slavery or human trafficking. Our due diligence process includes:

- Assessing our supply chains, especially in high-risk locations and sectors.
- Ensuring all suppliers adhere to our ethical standards and code of conduct.
- Requiring our suppliers to confirm that no part of their business operations involves any form of forced labour, human trafficking, or exploitation.

Continuous Improvement:

We are committed to continuously improving our policies, training, and monitoring processes to prevent any involvement in modern slavery. As part of our future initiatives, we will enhance our staff training programs to raise awareness of modern slavery issues and encourage proactive vigilance.

This statement has been approved by the Board of Directors and is signed by our Managing Director.

Signed:



Anthony Ginn

Managing Director, Inspire Talent Solutions Ltd

Date: 1st September 2025