

**This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the Group's slavery and human trafficking statement for the financial year ending December 2016 and has been approved by the Board of Impellam Group plc ("Impellam")**

Our vision is to be the world's most trusted staffing company, trusted by our people, our customers, our suppliers and investors in equal measure. This vision, together with our shared signature practices, gives clear guidance on the behaviours and actions we expect from all the people and organisations that work with Impellam. We choose to engage and partner with like-minded organisations because they recognise people should be treated with dignity and respect.

Impellam do not believe there is any place in today's world for slavery or human trafficking. We are committed to continually improving our practices to combat slavery and human trafficking and to encourage the same high standards from our supply chain and other business partners.

Impellam is a global provider of staffing and recruitment services to a wide range of clients covering a broad range of industry sectors. We have over 3,400 employees globally across more than 220 locations across the UK, North America, Asia Pacific and mainland Europe. The Group had a global annual turnover in 2015 of £1.7bn and has its registered office in Luton, Bedfordshire.

Impellam purchases a wide range of products and services from its supply chain, including IT hardware, software and telecommunications; vehicles; office furniture, equipment and supplies; utilities; travel services; and training services.

Impellam's Supplier Code of Conduct reflects our commitment to acting ethically and with integrity in all our business relationships, including our commitment to combating human trafficking and slavery. We believe our highest areas of potential risk are within our supply chain, and in the provision of agency labour.

In order to mitigate our supply chain risk, we require suppliers in the UK to confirm that they (and their supply chain) will comply with our Supplier Code of Conduct as part of their contractual relationship with Impellam. Significant suppliers are also required to complete an ethical questionnaire. Due to our large number of suppliers, we take a risk-based approach and undertake audits on those where we consider the exposure to be greatest. If a problem is identified we will work together with the supplier to address any areas of concern, and if necessary will remove them as a supplier.

As experts in the supply of agency labour, we are committed to respecting international human rights and fair labour practises. Our businesses conduct rigorous pre-employment checks including eligibility to work, references, qualifications and proof of national insurance numbers. We also undertake random checks within our UK businesses to identify where agency workers may be sharing bank accounts, addresses or telephone numbers as this can be an indication of illegal or unethical

behaviour. We do not use or accept forced, bonded or involuntary prison labour or child labour; nor will we hold onto our workers' identity papers or knowingly work with businesses that do.

Our Code of Business Conduct provides guidance to all our staff on acting at all times according to the highest principles. Our Code includes information on how staff can access a confidential whistleblowing helpline to report any concerns on an anonymous basis. In addition, to ensure an understanding of the risks of modern slavery and human trafficking, we provide training to our staff, and we ask our business partners to likewise provide training to their staff and suppliers.

We consider our policies and procedures regularly, not only to ensure they remain relevant, but also to review our progress.

This statement applies to Impellam Group plc and all its subsidiaries.



Julia Robertson  
Group CEO  
Impellam Group plc  
Date: