



Modern Slavery and Human Trafficking Statement

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and outlines the steps Hales Group Ltd take to prevent modern slavery and human trafficking in our business and supply chains.

1. Our Organisation

Hales Group is a UK-based care service provider and staffing and recruitment agency, providing workforce solutions across a range of sectors including healthcare, industrial, and administrative services. We operate exclusively within the United Kingdom and employ a combination of permanent staff and temporary workers across our branch network.

2. Our Supply Chains

Our supply chain primarily consists of UK-based service providers, including IT support, office supplies, and facilities management. While our direct supply chain is considered low risk for modern slavery, we remain vigilant and committed to ensuring ethical practices throughout all tiers of our operations.

3. Our Policies

We are committed to upholding the highest standards of integrity and ethical conduct. Our policies reflect our zero-tolerance approach to modern slavery and include:

- Modern Slavery Policy
- Group Safe Recruitment and Retention Policy
- Whistleblowing Policy
- Equality, Diversity and Inclusion Policy

These policies are reviewed annually and are accessible to all employees and relevant stakeholders.

4. Due Diligence and Risk Management

We have implemented due diligence procedures to assess and manage the risk of modern slavery within our business and supply chains. These include:

- Conducting risk assessments of suppliers and service providers
- Requiring suppliers to confirm compliance with the Modern Slavery Act
- Including anti-slavery clauses in supplier contracts

We prioritise engagement with suppliers who demonstrate transparency and ethical labour practices.

5. Actions Taken

To date, Hales Group has taken the following steps to mitigate the risk of modern slavery:

- Reviewed and updated our Modern Slavery Policy
- Communicated expectations to key suppliers
- Integrated modern slavery checks into our supplier onboarding process
- Strengthened internal reporting mechanisms for ethical concerns

6. Training and Capacity Building

We regularly deliver training to relevant staff, particularly those involved in recruitment, procurement, and compliance. This training consistently covers:

- Recognising signs of modern slavery
- Reporting procedures
- Legal obligations under the Modern Slavery Act

We remain committed to continually expanding and updating this training across all departments to ensure comprehensive awareness and compliance.

7. Monitoring and Performance Indicators

To measure the effectiveness of our approach, we monitor:

- The number of suppliers reviewed for modern slavery risks
- Staff completion rates of modern slavery training
- Reports or concerns raised through our whistleblowing and feedback procedures

Approval

This statement was approved by the Board of Directors of Hales Group Ltd on 26 June 2025 and will be reviewed annually.

Signed,



Nicola Mewse
Group Managing Director
Hales Group Ltd
26 June 2025