



Modern Day Slavery

Statement

Introduction:

This statement covers the period from 1st January 2025 to 31st December 2025 and outlines our systems and controls which support our zero-tolerance approach to any form of modern slavery; including human trafficking, forced labour and child labour, within our business and in our supply chain.

About First Recruitment Group:

First Recruitment Group is the trading name of First Technical Recruitment Ltd, a global recruitment agency specialising in the aerospace, chemicals, commercial and defence, energy, infrastructure, manufacturing and technology sectors.

First Recruitment Group includes Operam, Primis and Talascend brands.

Our global headquarters is at Parry House, Warrington, UK. Our overseas office locations include Albania, Ghana, Kenya and Poland.

Our Supply Chain:

Our suppliers are primarily 3rd-party professional services and facilities support, who are locally sourced where possible.

Our Commitment to Human Rights:

First Recruitment Group believe that business should be conducted honestly, fairly and with respect for all people, their dignity, and their rights.

Due Diligence:

We:

- Continually review our supply chain
- Produce an annual **CSR Report**
- Annually review our **Modern-Day Slavery Statement**
- Conduct a **Risk Assessment** on a regular basis
- Ensure our **Whistleblowing Policy** and **Anti-Bribery & Corruption Policy** are both up-to-date, relevant and communicated to our stakeholders
- Measure the effectiveness of our activities and report the findings at the **Management Review**

Risk of Modern Slavery in Own Operations and Supply Chain:

Given the company provides recruitment services and complies with all applicable legislation, we assess that the overall risk is low in our own operations.

This risk level also applies to the vast majority of our suppliers who are providers of professional services. Suppliers to our head office facility, such as contractors, are subject to the following controls:

- **Critical Supplier Approval and Monitoring Process**
- **Critical Supplier Assessment (Sustainability)**
- **Contractors Working on Company Premises Policy & Procedure**

Remediation:

No modern slavery instances have been identified in our operations in the period therefore there is no mediation necessary.

Training:

We train our employees on modern slavery through their induction together with periodic refresher modules.

Raising Concerns:

Employees have a duty to report any concerns and would be supported by our **Whistleblowing Policy**.

Assessing Effectiveness:

- Modern Slavery Induction completion rates
- Modern Slavery incident reports
- Key facilities supplier assessment completion rates

Ongoing Steps:

- Introduction of updated Modern Day Slavery induction module
- Updated and communicated our **Human Rights Policy**
- Completed annual Modern Day Slavery risk assessment
- Updated and communicated this **Modern-Day Slavery Statement**

Signed:



M.D

Date: 2nd April 2026

| | | |
|--|--------------------------|-------------------------------|
| Policy Area: Compliance | Version: 7 | Approved Date: 03/2026 |
| Title of Policy: Modern Day Slavery Statement | Approved By: M.D. | |

