

# Modern Slavery Statement

## Introduction

TopSource Global Solutions Ltd (TopSource Group) and our subsidiary businesses operate across three locations: two in the UK and one in India. We employ terrific and highly qualified colleagues who focus on supporting our clients' back-office processes.

Our brands include: TopSource, Payroll Bureau, Practical Payroll Solutions, and Portico.

## Our Employees:

We currently employ approximately 250 colleagues worldwide who are subject to pre-employment, right-to-work and the normal compliance checks prior to being employed by any Group company. We are committed to creating a work environment free of harassment and bullying, where everyone is treated with dignity and respect. As an organisation we have policies, standards and procedures in place, which fully support our efforts in ensuring that no slavery or human trafficking or human rights abuses occur in any of our operations:

- Equality, Diversity & Harassment Policy
- Whistleblowing Policy
- Young Workers Policy (Child Labour)
- Right to Work Procedures
- Flexible Working Policy
- Health & Safety Policy

## Transparency within our Supply Chain:

Our supply chain is very limited to those businesses that provide office supplies, support, banking services and software services to our Group companies. We have direct working relationships with most of those firms and are confident in their working practices. Our suppliers are aware that they are also required to comply with the Modern Slavery Act of 2015.

This statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015 (the "Act") and sets out the steps that TopSource Global Solutions Ltd. has taken and will be taking to ensure that slavery and human trafficking is not taking place in any part of our business.