

Aquest Modern Slavery Statement 2026

This Modern Slavery Statement has been prepared in accordance with s54(1) of the Modern Slavery Act 2015 and sets out the steps taken by Inspirit Pine Bidco Limited and its affiliates (together known as '**Aquest**'), during our financial year from 1 January 2025 to 31 December 2025 ('FY25') to deal with modern slavery risks within our business and supply chains. Aquest's third Modern Slavery Statement has also been informed by the Home Office's updated guidance issued in 2025.

About us and our operations

Aquest is comprised of companies that together work with private and public sector clients and SME's across a wide variety of industry sectors to recruit and improve growth and performance of their workforce.

FY25 saw the Aquest subsidiaries continue to progress their transition towards a more consolidated and coordinated supply chain model, building on the decentralisation implemented in 2024 and reflecting the actions and commitments set out in Aquest's previous Modern Slavery Statement. This work has focused on increasing visibility across supplier relationships, rationalising supplier bases where appropriate, and strengthening central oversight and governance frameworks. By reducing fragmentation and enhancing consistency in procurement practices, the Group aims to improve its ability to identify, assess and mitigate modern slavery risks across its operations and supply chains, while supporting the implementation of more robust and standardised due diligence processes.

Given the nature of Aquest's operations, the risk of slavery in our supply chain is low. Nevertheless, we are mindful of the potential for modern slavery and human trafficking to occur within our operations and continue to take steps to implement robust measures to identify and mitigate against this risk.

No instances of modern slavery have been identified in our operations or supply chain during our FY25.

Our supply chains

We have continued to assess the risk of modern slavery in our supply chain and only engage suppliers who comply with our Supplier Charter, our policies and values, and subject to the successful completion of our due diligence assessment. We also expect our clients to share in our commitment to the prevention of modern slavery and human trafficking in all its forms.

Our Code of Conduct and policies

The Aquest Code of Conduct ("Aquest Code") applies to all personnel across the group and sets out the basis of our culture of acting ethically and in accordance with the highest professional standards. It summarises in one place the elements of our

key policies, and the standards and procedures which support those policies. Along with the Aquest Code, the following policies support us in mitigating the risks of modern slavery in our business and supply chain:

- Procurement Policy – responsible sourcing

Setting out what our suppliers should expect from us when we buy goods and services and the requirements that must be met by every one of our businesses. This includes operating responsible business procurement practices with clear and fair procurement processes and paying promptly in accordance with payment terms.

- Procurement Standard

The Standard defines the key requirements to support us in delivering the commitments of our Procurement Policy.

- Supplier Charter

We expect our suppliers to follow the same high standards of integrity and ethical business practices as outlined in the Supplier Charter. Our Supplier Charter sets out the values, behaviours, and conduct – including zero-tolerance to any form of modern slavery – that we require all suppliers, their employees, and contractors to demonstrate. Among other conditions, adherence to the principles of our Supplier Charter is a prerequisite to engaging a new supplier.

- Speaking Up Policy

Aquest's commitment to speaking up about serious concerns, detailing how any person working at or with Aquest, including those employed in our supply chain, can raise concerns or 'whistle blow' and the channels available to do so confidentially, responsibly and effectively and without fear of repercussions. This policy is supported by a fully anonymized online form which is accessible to all stakeholders.

- Diversity & Inclusion Policy

This ensures that we foster a fair and inclusive workplace. Where our people are valued, their differences are respected, and discrimination is eliminated. Our policy is supported by a mandatory Diversity and Inclusion training module for all colleagues that needs to be taken annually.

- Human Rights Policy

Ensures appropriate procedures are in place to mitigate the risk of potential breaches of international human rights standards, including the United Nations' Universal Declaration of Human Rights (UDHR), the International Labour Organisation (ILO) core conventions on Labour Rights, and the Modern Slavery Act.

Risk Management and due diligence processes for slavery and human trafficking

All contract risks, including potential human rights, modern slavery and human trafficking risks, are managed and monitored through the contract lifecycle, as per our Risk Management Standard. This requires rigorous assessment at contract, business unit and review at executive level.

Supplier adherence to our values

We have zero tolerance to slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our values we have in place a supply chain compliance programme as set out in the Supplier Charter.

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we continue to provide training to our staff.

Our effectiveness in combating slavery and human trafficking

Our Supplier relationship management enables the close management and monitoring of our supplier compliance to our policies, Supplier Charter and applicable legislation and regulation. We assess the effectiveness of the steps we take by review of (i) the effectiveness of our supplier risk assessments; (ii) completion of colleague training; and (iii) our internal reporting processes.

Our People function

Aquest is committed to promoting a safe working environment with ethical working practices by:

- Applying a recruitment process that is free from discrimination and complies with local employment laws to ensure every individual has been assessed fairly, is suitable for the role and has the right to work.
- Ensuring fair wages and benefits and compliance with laws (e.g. the UK National Living Wage) to ensure individuals are paid no less than the minimum statutory requirements.
- Promoting the health and safety of our people at work as well as a culture and working environment that is free from harassment or discrimination.
- Encouraging and fostering a working environment that supports flexible working and work life balance.
- Promoting and educating our people about policies which support ethical working practices.

Next steps

In FY26, Aquest intends to build on this progress by continuing to enhance the consistency, transparency and effectiveness of its supply chain management practices across its subsidiaries. This will include further strengthening governance

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and oversight mechanisms, embedding more standardised procurement and due diligence processes, and continuing to refine Aquest's supplier base to support improved risk management. Aquest will also focus on deepening its understanding of modern slavery risks within its supply chains and on driving greater alignment with its policies and expectations, while maintaining a proportionate and risk-based approach to implementation with an eye to the evolving regulatory landscape.

Board Approval

This statement was approved by the board on 29 May 2026.

A handwritten signature in black ink, appearing to read 'Briony Lydon', with a small dot at the end.

Briony Lydon

Chair

29 May 2026