

PRO Unlimited Joint Modern Slavery Statement 2022

Introduction

This statement has been published in accordance with the UK Modern Slavery Act (2015) and the Australia Modern Slavery Act (2018) for the financial year ending 31 December 2021. This statement outlines the steps taken by PRO Unlimited, Inc. and its subsidiaries (collectively, “PRO”) to prevent modern slavery and human trafficking in its business and supply chains. This statement covers PRO companies in the UK (PRO Unlimited Global Limited, ZeroChaos (Europe) Limited) and Australia (PRO Unlimited Global Australia Pty Ltd and Workforce Logiq Australia Pty Ltd) as all entities utilize PRO’s global policies, procedures, and governance processes, which are designed to combat modern slavery.

This statement is updated every year no later than June 30th, six months following our financial year end. This statement has been approved by the Board of Directors for PRO Unlimited, Inc. on March 15, 2022.

Who We Are, Structure, Operations, and Supply Chain

PRO is a global provider of contingent workforce management and partner ecosystem supported by data, software, intelligence, and services to meet its clients’ workforce needs. PRO has helped global brands and organizations achieve operational and financial success for more than 30 years. PRO respects and supports the protection of human rights in its operations and supply chain. PRO is also committed to upholding the International

Labour Organization’s Core Conventions on labour rights and support the United Nations’ Guiding Principles on Business and Human Rights.

PRO Unlimited Global Limited, PRO Unlimited Global Australia Pty Ltd, ZeroChaos (Europe) Limited, and Workforce Logiq Australia Pty Ltd are wholly-owned subsidiaries of PRO Unlimited, Inc. Further information for each entity may be found at the following: www.prounlimited.co.uk, www.prounlimited.com, and www.workforcelogiq.com.

PRO’s global supply chain can be divided in three segments: (1) suppliers of contingent labor resources, such as temporary staffing agencies, who provide workers for our clients; (2) client-sourced professional workers who are employed by PRO to provide services to our clients; (3) independent contractors and services procurement vendors providing services to our clients; and (4) vendors who supply goods and services to PRO itself. Given the nature of PRO’s services, PRO does not operate in most of the sectors designated as “high risk” by the Global Slavery Index 2018 (mining, trade, and service industries, such as hospitality and cleaning). Notwithstanding, PRO acknowledges that it conducts business internationally with operations spanning developed and developing countries and regions. Given the breadth of these operations, PRO recognizes the potential risk that elements of the supply chain are engaging in modern slavery practices, such as deceptive recruiting for labour or services or forced labour.

Relevant Policies and Training

PRO is committed to respecting and promoting international human rights throughout our global business. We understand the importance of both protecting and also promoting fundamental principles and rights at work. Our standard practices are designed to protect these rights during the life cycle of all worker engagements.

Our code of Business Conduct and Ethics provides guidance to all of our colleagues on the conduct of our business according to the highest ethical standards. We regularly provide guidance and training to support employee understanding of our business expectations in their business decisions. Our business has realised its continual growth through partnering with our customers and supply partners in an ethical, transparent, integral and honest culture. Our policies encourage employees to identify and report any ethical issues, including modern slavery risks, through its open-door policy without fear of negative repercussions.

This code and our other ethics culture support us in continuing to focus on areas of ethical risk. This culture allows us to recognize these ethical risks, deal with the ethical risks and report the ethical risks without fear. All colleagues are required to undertake continual professional development with a compulsory annual certification to our code of Business Conduct and Ethics.

Monitoring Risk and Compliance, Due Diligence Processes, Risk Assessment and Management

We maintain a zero-tolerance policy to slavery and human trafficking and expect all those in our supply chain to comply with our values. We work

to ensure that our contingent workforce is sourced ethically, fairly, and in line with our business values. Accordingly, we (1) verify the identity of all workers we supply directly to our clients, and their right to work in the jurisdiction where they provide services; (2) seek positive assurances that suppliers are compliant with all relevant legislation and audit using a risk based approach; and (3) regularly review all suppliers to ensure they are adhering to their commitment to our supply policies and sharing our commitment to the UK and Australia Modern Slavery Acts.

We also regularly ensure that our standard supplier contract templates establish minimum contractual expectations for our suppliers which better allows us to understand our supply chain and promote more ethical behavior. PRO recognizes and understands that supply chains are expansive, extending far beyond those entities with whom PRO conducts business, which raises the risk for modern slavery. As such, PRO seeks to provide greater transparency about how it identifies and addresses the risk of modern slavery in business operations and supply chains as we move forward allowing for our policies and systems to continually improve and grow as we adapt and learn more about our supply chain.


Kevin Akeroyd (Mar 15, 2022 10:18 PDT)

Kevin Akeroyd, Chief Executive Officer

Mar 15, 2022

date