



Multinational Modern Slavery Statement

27th March 2023

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 2022. This statement outlines the steps taken by Magnit, LLC. and its subsidiaries (collectively, “Magnit”) to prevent modern slavery and human trafficking in its business and supply chains. This statement covers Magnit companies in the UK (Magnit Global UK Ltd, Magnit Global UK WFQ Limited, Magnit Global UK GRI Limited, Magnit Global UK GRI IP Limited, Magnit Global UK Bidco Limited) and Australia (Magnit Global Australia GRI Pty Ltd, Magnit Global Australia Pty Ltd) as all entities utilize Magnit’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 Magnit, LLC on 1st March, 2023.

Who We Are, Structure, Operations, and Supply Chain

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

Magnit EMEA UK Ltd, Magnit UK WFQ Limited, Magnit UK GRI Limited, Magnit UK GRI IP Limited, Magnit UK Bidco Limited, Magnit Australia GRI Pty Ltd, and Magnit APAC Australia Pty Ltd are wholly-owned subsidiaries of Magnit, LLC. Further information for each entity may be found at the following: www.magnitglobal.com.

Magnit’s global supply chain can be divided in three segments: (1) suppliers of contingent labour resources, such as temporary staffing agencies, who provide workers for our clients; (2) client-sourced professional workers who are employed by Magnit 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 Magnit itself. Given the nature of Magnit’s services, Magnit 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, Magnit acknowledges that it conducts business internationally with operations spanning developed and developing countries and regions. Given the breadth of these operations, Magnit 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

Magnit 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.

Code of Business Conduct and Ethic

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.

Supplier Code of Conduct

Our code of Conduct provides guidance to all of our Suppliers on the conduct of how they should be conducting business according to the highest ethical standards. 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 suppliers to identify and report any ethical issues, including modern slavery risks, through its open-door policy without fear of negative repercussions.

Modern Slavery Policy

Our Modern Slavery Policy provides guidance to all of our colleagues, clients and suppliers on how the Magnit Group deal with Modern Slavery and the risks to look out for. This forms part of the regularly training to support employees and suppliers. Our policy encourage employees to identify and report any ethical issues, including modern slavery risks, through its open-door policy without fear of negative repercussions, through our confidential reporting links.

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 behaviour. Magnit recognizes and understands that supply chains are expansive, extending far beyond those entities with whom Magnit conducts business, which raises the risk for modern slavery. As such, Magnit 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.

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Teresa Carroll, Chief Executive Officer