Modern Slavery Statement for Financial Year 2026

This statement is made pursuant to s.54 of the Modern Slavery Act 2015 (MSA) and sets out the steps that The Specialist People Services (SPS) Group has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain. SPS has also taken into account the Home Office guidance including, but not limited to, Transparency in Supply Chains and guidance on the statement itself. The Group consists of a number of businesses operating in the UK and Australia. This statement applies to all companies within the SPS Group that are required to publish a statement under section 54 of the Modern Slavery Act 2015

SPS makes this statement as we acknowledge our global turnover is above the threshold set by the MSA and expanded upon in Home Office guidance.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. The Specialist People Services (SPS) Group has a zero-tolerance approach to modern slavery in any form. We are committed to acting not only ethically but with integrity and transparency in all business in which we partake and to putting systems and controls in place to effectively safeguard against any form of modern slavery taking place within our businesses and supply chain.

The Specialist People Services Group

The Specialist People Services (SPS) Group aims to bring together and develop businesses that share a common commitment to delivering outstanding customer service and compliance standards, and that are recognised as market-leading specialists in their respective sectors.

We help our customers to maximise the productivity of their workforce, by providing recruitment services, practical, classroom-based and online training, and other people management services. The group consists of a number of businesses across a variety of sectors including both logistics and rail in the UK and Australia. The businesses in the group include:

- **Driver Hire UK -** The UK's leading specialist transport & logistics recruiter, established for over 40 years, and with over 100 offices nationwide (labour supply within the logistics sector) supplying around 4,000 workers per week. Driver Hire UK consists of Driver Hire Group Services Ltd, Driver Hire Contracts Ltd, Driver Hire Trading Ltd, Driver Hire Northampton Ltd & Driver Hire Merseyside Ltd.
- **Driver Hire Training -** A market-leading provider of Driver CPC training. Driver Hire Training also provides transport manager training and in-vehicle training to help promote safer driving. Driver Hire Training also has a licence acquisition arm which helps people obtain vocational driving licences and provides training in skills such as HIAB and ADR. Driver Hire Training is a trading name of DH People Plus Ltd.
- **DH Licence Check -** A fast-growing provider of innovative online people management services including dh Licence Check and eLearning modules (digital services provision within the logistics sector), DH Licence Check is a trading name of DH People Plus Ltd.
- **Driver Hire Australia -** Exporting the success of the UK recruitment and training business to new markets, Driver Hire Australia is setting new standards overseas (labour supply within the logistics sector).

Our approach to Modern Slavery Act

We have risk assessed all of the above businesses (individually and where acting in concert) to identify any risks and, if those risks were identified, to mitigate them as well as protecting whistle-blowers and monitoring risk in our own supply chains. After the risk assessment, we revisited the issue of modern slavery to consider whether our approach was effective. The risk assessment was last reviewed in January 2026.

Our high-risk areas

It is understood that the sectors that could be more likely to be affected by modern slavery and human trafficking are the agriculture, food processing & packaging and textiles. Whilst the SPS Group does very limited work in these sectors, all new staff receive training to help both prevent and spot signs of modern slavery and human tracking. This will apply equally across all sectors in which we operate.

Our policies

We operate a number of internal policies & procedures which help to ensure that we are conducting business in an ethical and transparent manner. These include:

- Modern slavery policy
- Whistle blowing procedure, linked to an awareness of the protection of whistle-blowers
- Staff handbook
- Code of Conduct

These policies are all linked to the way our business is operated through operational controls, candidate onboarding, labour supply and our engagement with customers and suppliers.

Our suppliers

The SPS Group's supply chain consists primarily of payroll services, office equipment, IT hardware, IT software, vehicle leasing and specialist consultancy services. The SPS Group has an approved supplier list of 3 umbrella companies – Paystream, Generate FS and Parasol/Caroola.

All candidates who are supplied via SPS are processed appropriately under UK tax laws. We acknowledge the link that potentially exists between tax avoidance/evasion and modern slavery and human trafficking.

The SPS Group will not work with any supplier which conducts their operations in a manner that causes us concern. We have a team of people who consider modern slavery from a compliance perspective and those cover the following areas: Legal, Audit and Compliance, Human Resources, Procurement, and Sales. Whilst SPS Group do not import goods and services from abroad, a number of the temporary workers that are supplied are foreign citizens. All temporary workers are individually interviewed, prior to undertaking assignments for us and our in-depth ISO 9001:2015 approved processes are followed, which are designed to comply with all relevant legislation, including the Modern Slavery Act. An analysis of the Driver Hire UK temporary workforce showed that around 80% of our candidates are UK citizens, however, Driver Hire UK take the same steps and precautions with all workers regardless of their Nationality conducting compliant Right to Work checks, copies of which are held on record.

A breakdown of the company's supply chains are as follows:

Driver Hire UK – labour supply with an approved payroll supplier relationship with Paystream – an FCSA accredited payroll company who have undergone thorough due diligence.

Driver Hire Training – training undertaken by industry professionals trained in-house. Trainers are engaged via Paystream – an FCSA accredited payroll company who have undergone thorough due diligence. Licence acquisition is provided by a network of driver training schools around the country by qualified HGV trainers.

DH Licence Check – IT services and the DVLA

Driver Hire Australia – Labour supply with all payroll managed and processed internally

The SPS Group has no relationships with trade unions.

Training

The Driver Hire network has received training on Modern Slavery, in addition to this, new starters receive training not only on Modern Slavery, but also on our internal processes which, if followed correctly, would help highlight and prevent instances of modern slavery. The training delivered to Driver Hire franchisees (who operate their own businesses under our brand) is covered in the Driver Hire foundation training course. In addition to providing training to new starters to the network, we have begun rolling out refresher training at regional and remote meetings for staff of all levels within Driver Hire this is planned to be repeated in FY27.

Our performance indicators and our effectiveness in combatting slavery and human trafficking

Following our risk assessment and the review of the effectiveness of the steps we have taken to ensure that there is no slavery or human trafficking in our supply chain, we currently consider there is no such slavery or human trafficking. We will continue in our efforts in this regard. The clearest indicator that the SPS Group's policies are working will be no reported incidents of modern slavery or human trafficking within the Group or our supply chain – be this internal reporting or through law enforcement agencies. Staff are all made aware that incidents can be reported internally to Richard Crook, who is the SPS Group contact on matters relating to Modern Slavery. Throughout FY26 (as in previous years) there were no instances of modern slavery linked to the SPS Group highlighted by any of the following parties:

- Employees of the business
- Temporary Workers
- Clients

Approval for this statement

This statement was approved by the Specialist People Services Group Board of Directors on [30/09/2026].

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 31/03/2026.