

Radancy Modern Slavery Statement

2024

Introduction

TMP Worldwide Advertising & Communications, LLC, and its affiliates (collectively, “Radancy”) are committed to preventing slavery and human trafficking within its business and its supply chains. We continually strive to improve our practices to combat slavery and human trafficking.

Our Organization Structure

Radancy is the leading cloud-based talent acquisition software provider intelligently solving the most critical challenges for enterprises globally and delivering cost-efficient outcomes that strengthen their organizations. Radancy has approximately 130 employees in the United Kingdom and has offices in the United Kingdom, across Europe and in the United States, Brazil, India and Singapore. Our staff are largely directly employed and are not in a category which is commonly identified as being particularly vulnerable to modern slavery. Therefore, our focus is to have policies and procedures in place to ensure that our corporate activities and supply chains are free from slavery and human trafficking.

Our Supply Chain

As a SaaS technology platform provider, Radancy does not have an active supply chain of consequence. We do not handle raw materials, operate factories, or engage in the manufacture of goods. As a result, our key suppliers are primarily focused on software, data and cloud storage, office facilities and supplies, professional services and third-party technologies. We are not aware of any modern slavery risks in these supply chains.

However, we work to continuously improve our ways of identifying and eliminating any slavery and human trafficking in our business and supply chains. We recognize that risks of modern slavery change constantly, and we are committed to regularly reassessing and responding to any risks in our business and supply chain.

Our Policies

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Supplier Code of Conduct reflects our commitment to acting ethically and with integrity in all of our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

Our Due Diligence Process

As part of our initiative to identify and mitigate risk, during the last financial year, we have continued to undertake due diligence when taking on suppliers, as well as regularly reviewing existing suppliers. During the last financial year, we have continued to implement systems to:

- Identify, assess and mitigate potential risk of slavery and human trafficking in our supply chains;
- Monitor potential risk areas in our supply chains; and
- Protect whistleblowers.

We have not identified any specific instances of actual or potential modern slavery as a result of these processes in the last financial year.

Should a supplier fail to provide any information requested or should they fail to meet our expectations, we will take appropriate action, which may include (as a last resort) not entering into a business relationship or terminating an existing relationship with the supplier concerned. In the last financial year, we are not aware of any supplier who failed to meet our expectations.

Our Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, in the last financial year we continued to provide advice and guidance to our staff who are responsible for relevant supply chains and business relationships. We also strongly encouraged our suppliers and business partners to provide training to their staff, suppliers and providers.

Further Steps

Following a review of the effectiveness of the steps we have taken this year to ensure that there is no slavery or human trafficking in our supply chains, we intend to continue to focus on improving the due diligence we undertake on our supply chain.

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 December 2023.

Approval of This Statement

This statement was approved by the Board of Radancy on 31 January 2024.

This statement was signed by Michelle Abbey, Director of Radancy, on 31 January 2024.

Signed: 