



## Modern Slavery Statement

### Introduction from the board of Directors

This statement was approved by the Board of the OA Group on 2<sup>nd</sup> April 2026 and is published Voluntarily in accordance with the Modern Slavery Act (2015). It sets out the steps that we have taken to prevent modern slavery and human trafficking in our business and supply chains during the financial year, up to 31st December 2025.

### Background

Established in 1995, The OA Group offers a complete portfolio of services providing for the occasional user of temporary and permanent services right through to high volume, long term agreements with multinational organisations.

Based in Hertfordshire, and operating across the UK, we are a recruiting business that specialises in offering permanent recruitment, temporary workers, and bespoke talent solutions to clients across the UK. The group operates in the Industrial, Manufacturing, Business Services, Commercial, Warehousing, and Logistics sectors.

### Supply Chain

The OA Group has a robust compliance process for onboarding of both temporary and permanent candidates, clients and suppliers. We carry out due diligence to ensure our candidates are fully compliant in accordance with relevant UK legislation, including right to work checks. The internal processes are continuously monitored to ensure best practise and that we are kept up to date on any legislation changes.

### Identification and Mitigation of Supply Chain Risks

At The OA Group, all employees are provided with up to date training and guidance on the signs and indicators to spot cases of Modern Slavery and Human Trafficking. Appropriate policies and code of conduct exist throughout the business, a dedicated compliance officer and regular training is provided to our employees.

There is an awareness and understanding of Modern Slavery and Human Trafficking throughout the business and employees are aware of how to report any suspected cases of Modern Slavery and Human Trafficking.

### AUTHORISED AND APPROVED BY:

**Laura Clark**

A handwritten signature in black ink that reads 'Laura Clark'. The signature is written in a cursive, flowing style.

Chief Executive Officer | OA Group  
Signed: 2<sup>nd</sup> April 2026