

MODERN SLAVERY ACT 2015: SLAVERY AND HUMAN TRAFFICKING STATEMENT

INTRODUCTION

This statement is published in accordance with the Modern Slavery Act 2015. It sets out the steps that Plato Topco Limited and its subsidiaries (together “Phaidon Group”) take to prevent modern slavery and human trafficking in its business and supply chains during the year ended October 2018.

We have a zero-tolerance approach to modern slavery and human trafficking within our business and supply chains and are committed to combating the prevention of slavery and human trafficking.

ORGANISATION'S STRUCTURE

The Phaidon Group is a global recruitment group comprised of five specialist recruitment brands: Selby Jennings, DSJ Global, Glocomms, EPM Scientific and LVI Associates. From our headquarters in London and a further 10 offices across North America, Europe and Asia; our consultants deliver the following services on a global basis:

- Temporary, contract and interim recruitment services;
- Permanent, contingent and fixed term selection recruitment services;
- Retained & executive recruitment services; and
- Salary surveys and market insights.

The labour supplied to the Phaidon Group in pursuance of its operations is carried out in each of the regions in which we operate: UK, Switzerland, Germany, USA, Hong Kong and Singapore. Our organisation is controlled by a Board of Directors (executive and non-executive), the executives which are predominately based in the UK.

This statement applies to all subsidiaries within and associated to the Phaidon Group in all operating regions and every member of staff is expected to comply with this policy

SUPPLY CHAINS

In order to fulfil its activities, the Phaidon Group's main supply chain includes the likes of job boards, media companies, management companies, office management services, umbrella and management companies and we expect that all our suppliers and potential suppliers aim for the same high ethical standards set by the Phaidon Group. We understand that the Phaidon Group's first-tier suppliers are intermediary suppliers and therefore have further contractual relationships with lower-tier suppliers, our expectation is that our first-tier suppliers promote the same high standards through their own supply chain.

As part of our engagement with any suppliers the Phaidon Group requires all suppliers to provide a copy of their Modern Slavery Policy and to confirm adherence to this.

COMMITMENT

The Phaidon Group acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. The Phaidon Group is aware of the requirement to continually review both its internal practices in relation to its labour force and, additionally, its supply chains. The Phaidon Group does not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

DUE DILIGENCE PROCESS

We carry out strict compliance checks in regard to the placement of all our candidates that we supply through the verification of their right to work documents and the mechanism through which they provide their services. We also insure that any new Management Company or Solution provider is audited and is required to provide a copy of their Modern Slavery Statement and Policy for our records.

The same auditing approach is applied to any suppliers that we engage with who provide services to the Phaidon Group and they are required to adhere to our Supplier Code of Conduct.

TRAINING

All our employees are required to comply with all laws and act in a way that represents the Phaidon Group's ethical values, and we regularly review our company policies to ensure that they are aligned. To ensure consistency across our global business and to ensure a high level of understanding of the risk of modern slavery and human trafficking, we deliver training to our employees on modern slavery and human trafficking where relevant. Our policies are available to all our employees on our intranet and are provided as part of the contract of employment. Each employee is required to acknowledge receipt and adhere to them.

POLICIES

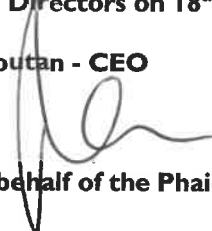
The following policies are in place at the Phaidon Group, and further define its commitment to this statement:

- Modern Slavery Policy
- Corporate Social Responsibility Policy
- Supplier Code of Conduct

The above statement has been reviewed and approved by the Phaidon Group's Board of Directors on 18th April 2019.

Harry Youtan - CEO

Signed:



For and behalf of the Phaidon Group

