

Modern Slavery and Human Trafficking Statement

1. Introduction

This statement is made according to section 54 of the Modern Slavery Act 2015 and relates to actions and activities that Finatal (“the Company”) has taken and is continuing to take to ensure that human trafficking is not taking place within its business or supply chain.

Finatal is a brand name of the following legal entity:

Dajaroo Limited T/A Finatal	C/O Hillier Hopkins, Radius House, 51 Clarendon Road, Watford, Hertfordshire, United Kingdom, WD17 1HP	United Kingdom
-----------------------------	--	----------------

We conducted an internal risk assessment, where it was ascertained that as a professional services firm the risk of trafficking or slavery in our direct workforce is very low. However, all individuals employed by Finatal have a duty to be alert to risks, however small. Employees are expected to report any concerns to our management team so immediate action can be taken where appropriate.

2. The nature of Finatal’s business

Finatal is the search partner for private capital investors and their portfolio companies. We recruit professionals on a contingent, retained, contracted out and permanent basis for clients across multiple sectors. Finatal operates in the United Kingdom but also has offices in Germany and the USA.

Finatal does not supply workers into the care sector, but recruits for white collar roles in the construction and manufacturing sectors. However, Finatal accepts that no part of its business is immune to the risk of modern slavery. We appreciate that some sectors and their respective supply chains might attract a higher risk of modern slavery.

3. Due diligence in Finatal’s business and its supply chain

Finatal has extensive due diligence processes in place to combat any illegal practices related to slavery and human trafficking in our business and supply chains.

3.1 Temporary assignments

3.1.1 Limited company contractor

Finatal supplies temporary contractors to its clients and therefore acts as an employment business as defined by the Employment Agencies Act 1973 (as amended). When supplying a limited company

contractor to a client, Finatal engages such contractor through their personal services company under a contract for services.

For the placement of temporary contractors, Finatal carries out a comprehensive vetting process and routinely requests the following documents from work seekers:

- CV and full employment history
- Right to work and ID documentation
- Company registration certificate and VAT certificate (where applicable)
- Proof of bank details
- Proof of address
- Insurance certificates
- Other documents when required by our clients or dictated by local laws

All the above requirements are covered in our UK Contractor Onboarding Policy which is available upon request.

3.1.2 Umbrella company contractors

Alternatively, our clients may be supplied with temporary workers who are employed by a reputable umbrella company.

Finatal undertakes extensive due diligence when working with umbrella companies by verifying their company structure, onboarding processes (including reward schemes) and their compliance with local labour, tax and social security laws.

Finatal has a preferred supplier list in place as it prefers to work with only the most compliant and professional umbrella companies in the market. This preferred supplier list is evaluated on a regular basis. For more information about umbrella company compliance, please ask for a copy of our Umbrella Company Policy.

Furthermore, as part of our contracting processes, we include specific prohibitions against the use of forced, compulsory or trafficked labour and we expect that our suppliers also hold their own suppliers accountable to comply with the same standards. Our consultants furthermore keep in touch with the contractors regularly throughout their assignment to resolve any issues the contractor may have (for example not getting paid by their company).

3.2 Permanent placements

For candidates who are considered for permanent employment with our clients, we only introduce candidates to our clients if (1) we have received their CV and (2) the candidate has confirmed their

express consent to being put forward for the role. Upon our client's request, we would carry out reference checks to confirm their work history.

4. Reporting concerns

All staff and third parties are required to raise any concerns about any issue or suspicion of modern slavery in any parts of Finatal's business or supply chains at the earliest possible stage. Finatal encourages openness and will support anyone who raises genuine concerns in good faith, even if they turn out to be mistaken. The Company is committed to ensuring that no one suffers any detrimental treatment as a result of reporting in good faith their suspicion that modern slavery of whatever form is or may be taking place in any part of the business or in any supply chains. Detrimental treatment includes dismissal, disciplinary action, threats or other unfavourable treatment connected with raising a concern. If any member of staff believes they have suffered any such treatment, the individual is encouraged to inform either their manager or the People Director immediately and to report the matter to the competent authorities.

5. Approval

The board of directors has overall responsibility for upholding the contents of this statement and for the prevention of modern slavery and human trafficking across Finatal and our supply chain. They are responsible for ensuring compliance with Finatal's legal and ethical obligations, and that all those in its employment and third parties under its control comply with it.

This statement was approved in November 2024.

Name: Paul Blant

Job title: Group Managing Director

Date: November 2024