

Modern Slavery Statement

Cpl Group

Financial Year: 1 January 2025 – 31 December 2025

1. Introduction

Cpl Resources Ltd (hereinafter referred to as “Cpl”) is committed to preventing modern slavery, forced labour and human trafficking in all aspects of our business operations and supply chains.

This statement outlines the approach taken by Cpl Resources Ltd and its subsidiaries and affiliated companies to identify, assess and mitigate the risk of modern slavery in accordance with applicable Irish legislation, including the Criminal Law (Human Trafficking) Acts 2008–2013, and relevant international human rights principles.

As the Cpl Group also operates in the United Kingdom, this statement also meets the transparency requirements of section 54 of the UK Modern Slavery Act 2015.

Cpl is committed to acting ethically and with integrity in all business relationships and to implementing effective systems and controls to ensure modern slavery is not taking place anywhere within Cpl or its supply chains.

This statement relates to the financial year ending 31 December 2025.

2. Our Business and Organisational Structure

Cpl Resources Ltd is an international recruitment, talent solutions and managed services organisation headquartered in Ireland, with operations throughout Ireland and the United Kingdom.

Cpl operates across multiple jurisdictions and comprises a number of specialist brands delivering recruitment and workforce solutions across sectors including (but not limited to):

- Healthcare
- Life sciences
- Technology
- Financial services
- Accounting and finance
- Construction and engineering

- Industrial, logistics and hospitality

Cpl provides permanent recruitment, temporary staffing, managed services and consultancy solutions to clients in both the public and private sectors.

Further information about Cpl can be found at www.cpl.com.

3. Our Workforce and Supply Chain

Our workforce includes directly employed staff and temporary workers supplied to clients. Candidates may be engaged directly or via third-party suppliers, including umbrella companies and sub-contract recruitment businesses.

Our supply chains primarily include:

- Recruitment suppliers and sub-contractors
- Professional service providers
- Technology and support service providers

The majority of our operations and suppliers are based within Ireland and the UK, though some services may involve international candidates or suppliers.

4. Policies Relevant to Modern Slavery

Cpl has a number of policies in place that support our commitment to preventing modern slavery and promoting ethical business practices, including:

- Modern Slavery Policy
- Ethical Trading Policy
- Human Rights Policy
- Cpl Code of Conduct
- Supplier Code of Conduct
- Anti-Bribery and Corruption Policy
- Whistleblowing Policy

These policies apply across Cpl and are reviewed regularly to ensure they remain effective and aligned with relevant legislation and best practice.

Suppliers and business partners are expected to uphold equivalent standards and are provided with appropriate channels to report concerns confidentially.

5. Due Diligence and Risk Management

To identify and mitigate the risk of modern slavery within our business and supply chain, we undertake a proportionate, risk-based approach which includes:

- Conducting audits and spot checks where higher risk is identified
- Reviewing supplier performance on an ongoing basis

Based on our assessments, we have not identified any incidents of modern slavery within our operations or supply chains during the reporting period. However, we continue to recognise that recruitment is a sector where risks can arise and therefore remain vigilant.

6. Effectiveness and Performance Monitoring

We monitor the effectiveness of our controls using a range of qualitative and quantitative measures, including:

- Supplier compliance with ethical and legal standards
- Uptake of modern slavery commitments by suppliers
- Audit and review outcomes
- Internal reporting of concerns
- Completion rates of staff training

These indicators are reviewed regularly to ensure they remain appropriate and effective without placing undue pressure on candidates or suppliers.

7. Training and Awareness

Cpl provides training to ensure employees understand the risks of modern slavery and how to identify and respond to concerns.

- Senior and operational staff involved in supply chain decision making receive enhanced training
- All employees receive awareness training
- Training is refreshed annually and completion is mandatory

Employees are encouraged to raise any concerns, internally or via the Speaking Up process, without fear of retaliation.

8. Approval

This statement will be reviewed and approved annually.