

- how employers can identify and prevent slavery and human trafficking;
- what employees can do to flag up potential slavery or human trafficking issues to the relevant parties within the organisation; and
- what external help is available, for example through the Modern Slavery Helpline.

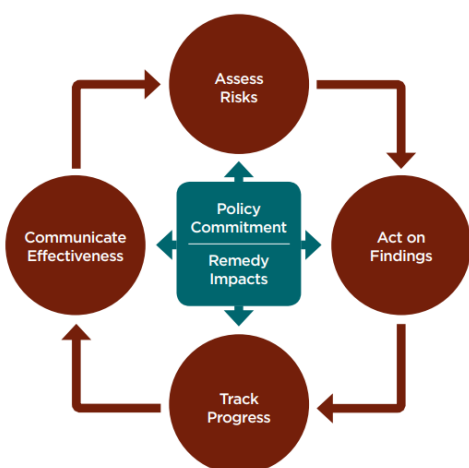
Employers Pay Principle

The Group is committed to the Employer Pays Principle that no worker should pay for a job – the costs of recruitment should be borne not by the worker but by the employer. Our commitment which is supported by our procedures ensures that:

- Migrant workers shall not be required to pay for their employment.
- The costs and fees associated with recruitment, travel and processing of migrant workers from their home community to the workplace, including through to return when the relocation is not permanent, shall be covered by the employer, where applicable.
- The employer should pay the costs of recruitment directly to the extent possible. When not possible, or where the migrant worker is legally required to pay a fee or cost directly, the migrant worker shall be reimbursed by the employer as soon as practicable upon discovery.
- The Group will explain how this policy applies to our workforce (employees, agency and contract workers) as well as our expectations of business partners and supply chain.

Six Steps to Responsible Recruitment

Implementing the Employer Pays Principle



Employer Pays Principle

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