

# Modern Slavery Report 2025

This statement relates to the financial year 1 January 2024 to 31 December 2024.

# Modern Slavery Act Transparency Statement 2025

Safeguard Global offers a comprehensive platform for managing and optimizing a global workforce, including Employer of Record (EOR), Recruitment, Workforce Solutions, and HR & Finance Services. Founded in 2008, it has expanded to cover more than 187 countries worldwide via its internal resources and third-party partner relationships, delivering to its clients a range of flexible and tailored solutions be it a small medium or large business.

Safeguard Global serves over 1,500 clients worldwide from throughout EMEA, Americas and APAC.

Safeguard Global believes that protecting the dignity and rights of all people is paramount to good business. It is a strong advocate for ensuring it maintains a strong sense of corporate social responsibility including compliance with the U.K Modern Slavery Act 2015, which includes but is not limited to, our network of payroll and human resources partnerships worldwide.

Safeguard Global's dedicated supply chain department undertakes strict due diligence and regular partner reviews to ensure all partners operate a zero tolerance to a forced labour workforce or human trafficking. Furthermore, Safeguard Global will not work with or will cease working with any partner that does not abide by its strict ethics in this regard.

Our legal and compliance team regularly works closely with all departments and specifically with supply chain to regularly check policies and procedures ensuring compliance at all times.

Safeguard's HR team conducts thorough background checks on all joining team members and uses only reputable employment agencies to source labour, when required.

Additionally, as part of our ongoing overall approach to corporate social responsibility we also encourage localised fundraising events via the relevant social committees and via our 'Time Off for Charitable Work Policy.' This policy allows our employees to take up to two days per year to support a charity or community project of their choice.

# Statutory Approval and Signature

## Chief Executive Officer Approval

This statement was approved on 15 June 2025 by Safeguard's CEO, who reviews and updates it annually.

Bjorn Reynolds signature:



Bjorn Reynolds  
CEO