

## **Yoh Modern Slavery and Human Trafficking Statement 2023**

This slavery and human trafficking statement (the “**Statement**”) is made by Yoh, which is part of the Day & Zimmermann Group, and its affiliated companies including, without limitation, Yoh Solutions Limited, and GECO AG (together, “**Yoh**”) pursuant to section 54 of the UK Modern Slavery Act 2015. It sets out the steps that Yoh has undertaken, and is continuing to take, to manage the risk, which we believe to be negligible, of slavery and human trafficking (referred to collectively as “modern slavery” below) violations in our direct supply chain. This Statement has been approved by the senior leadership team of Yoh.

### **Our business and supply chain**

Yoh is a provider of temporary staffing and recruitment services, operating in the United States the United Kingdom, among other locations. Headquartered in Philadelphia, Pennsylvania, we have an office in Philadelphia, and an office under the subsidiary Yoh Solutions Ltd in Berkshire, United Kingdom. Yoh has a total of approximately 600 staff employees based in the United States and the United Kingdom.

As we are a recruitment business, the core part of our business involves our talented workforce. Our human supply chain comprises our employees and contractors engaged in technology businesses. We have robust recruitment processes, which means that we consider that the services of these personnel are provided to Yoh in a manner which is low risk from a modern slavery perspective.

As regards our supply chain relating to goods and services we obtain through commercial contracting arrangements, we contract with many large and small organizations, based in the United States and the United Kingdom. We set out below our compliance approach regarding these suppliers.

### **Our approach to preventing modern slavery**

Yoh is committed to conducting business with a high ethical standard in all our business dealings. Our business ethos includes a zero-tolerance approach to any form of modern slavery; and we expect the same high standards and commitment from those with whom we do business.

None of our staff should ever be subjected to servitude, forced and/or compulsory labor or human trafficking. Employees should have the freedom to work for their employer and to leave the company after they’ve given reasonable notice.

We carry out appropriate due diligence on critical suppliers. All of our suppliers with whom we have contractual arrangements agree to abide by applicable laws. We expect all our suppliers to treat their workforce in a like fashion, and to undertake the necessary due diligence to ensure that there is no modern slavery or human trafficking in their own operations and supply chains. We implement robust recruitment processes, and given the sector in which Yoh operates, we are confident that there is a negligible risk of modern slavery in our personnel supply chain.

### ***Policies***

There is a group Modern Slavery Policy which applies to Yoh setting out the organisation’s approach to tackling the threat and risks of modern slavery, which is provided to all employees and contractors engaged by Yoh and is available on the Yoh website. Yoh operates the following policies that describe

its approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in its operations:

- **Awareness Program**, which educates employees and contractors on the Modern Slavery Policy and against the trafficking of persons. The awareness program also teaches employees and subcontractors of their obligations under the Policy as well as the red flags associated with all forms of human trafficking. Relevant awareness materials are posted on the Yoh website. The awareness program materials are provided to subcontractors.
- **Whistleblowing policy**, which sets out the ways in which an employee or subcontractor can raise concerns, which may be through the relevant manager or supervisor, the Company's Ethics Help Line, or the Global Human Trafficking Hotline (which is at +1-833-888 or [help@befree.org](mailto:help@befree.org)). The Ethics Help Line contact information is available to the public on the Yoh website. Yoh will investigate all reports promptly and will keep the matter as confidential as possible.
- **Code of Business Conduct**, is available on the Yoh website. Any concerns of violating the Code of Conduct can be reporting through the Ethics Help Line or the Global Human Trafficking Hotline.

We expect and require violations of any of the foregoing standards and practices to be reportable to our law department, to the relevant manager or supervisor, to the Ethics Hotline or the Global Human Trafficking Hotline. Such reporting may be anonymous if necessary, and whistle-blowers will be protected. Our law department will investigate all alleged violations and recommend appropriate actions to management.

#### **Next steps**

Going forward, we intend to periodically review our use of suppliers and to adapt our processes if we determine that our risk has increased.

This Statement has been approved by the Yoh leadership team and is our statement under section 54 (1) of the Modern Slavery Act 2015 for the year ended 31 December 2019.

**[Zach Davis]**

**General Counsel**

**For and on behalf of DZ Yoh LLC**