



Mayfest Modern Slavery Statement

Organisation

This statement applies to Mayfest Worldwide (referred to in this statement as 'the Organisation'). The information included in the statement refers to the financial year 2025.

Organisational structure and Supply Chains

- Mayfest are the expert supplier of contractor management solutions to the world's leading recruitment agencies. We assist Recruitment Agencies' contractors in operating in compliance with all local tax and employment laws. We do this by utilising a network of professional partner companies (primarily accountants, lawyers and tax advisers).
- We employ 2 of our Co-Founders in the UK and work on a remote basis.
- We operate largely with white-collar, highly skilled and relatively highly paid contractors (and the recruitment agencies that place them) we consider the risk level to be low.
- Mayfest offer solutions in around forty countries across Europe, the Middle East and Africa as well as further afield.
- We ensure that all our professional partner companies complete an annual 'Statement of conformity' confirming that they are complying with all relevant legislation including data protection, anti-bribery and modern slavery.

Definitions

The Organisation considers that modern slavery encompasses:

- Human trafficking;
- Forced work, through mental or physical threat;
- Being owned or controlled by an employer through mental or physical abuse of the threat of abuse;
- Being dehumanised, treated as a commodity or being bought or sold as property;
- Being physically constrained or to have restriction placed on freedom of movement.

Commitment

The Organisation acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. The Organisation understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

The Organisation does not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to the Organisation in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. The Organisation strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in the UK.

Potential exposure

In general, the Organisation considers its exposure to slavery/human trafficking to be extremely limited. Nonetheless, it has taken steps to ensure that such practices do not take place in its business nor the business of any organisation that supplies goods and/or services to it.

Steps and Key performance indicators

The Organisation carries out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in its organisation or supply chains, including conducting a review of the controls of its suppliers.

The Organisation has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.

In accordance with section 54(4) of the Modern Slavery Act 2015, the Organisation has taken the following steps to ensure that modern slavery is not taking place:

- Management at all levels are responsible for ensuring those reporting to them understand and comply with this policy and are given adequate and regular training on it and the issue of modern slavery in supply chains.

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2015 and will be reviewed for each financial year.

Stefanie & Amy – Mayfest Co-Founders