Michael Page



Human Rights policy statement

Scope and purpose

We recognise that businesses have the responsibility to respect human rights and that responsible business can contribute meaningfully to safeguarding human rights. At Michael Page, we believe that our business can only flourish where human rights are protected and respected. We are committed to respecting the human rights of everyone we come in contact with, both through our business, and within the communities in which we operate. We are also conscious that this is important to all our stakeholders, including our employees, workers, shareholders, investors, customers and the communities in which we operate.

This Human Rights Policy Statement contains over-arching principles which are embedded into our policies, procedures, and systems. It is designed to help us ensure that human rights are upheld across our operations and our value chain.

This Policy Statement applies to all Michael Page's directors and employees including those within our worldwide subsidiaries and affiliates. It also applies to our partners, vendors, suppliers, and contractors. It works in parallel with other relevant policies and procedures, including our Supplier Code of Conduct and our Employee Code of Conduct which instruct our suppliers and employees to conduct operations with honesty and integrity.

Michael Page is a signatory of the **United Nations Global Compact** and respects and supports all its principles, including those regarding human rights and labour. In our efforts to respect and uphold internationally recognised human rights, we are guided by international norms and standards including:

- **International Bill of Human Rights**
- **International Labour Organization's Declaration on Fundamental Principles and Rights at Work**
- **OECD Guidelines for Multinational Enterprises**

In instances where there is a discrepancy between national law and international human rights standards, we will follow the higher standard; where they are in conflict, we will adhere to national law, but we will endeavour to respect international human rights to the greatest extent possible.

Our vision

As one of the world's largest recruitment companies, our purpose states that 'Michael Page changes lives". It is the reason we are in business and our purpose is underpinned by core values which have always been at the heart of our business.

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We prohibit discrimination, forced, trafficked, and child labour. We are also committed to safe and healthy working conditions, freedom of association and the right to collective bargaining, the dignity of the individual, employee engagement including effective information and consultation procedures.

Responsible sourcing

We believe that a responsible supply chain is critical to the success of our business. In our business dealings, we expect our partners and suppliers to adhere to business principles consistent with our own principles and core values. We therefore work hard to ensure our partners and suppliers share our responsible values and that we, in turn, treat them with trust and transparency.

We will not tolerate discrimination based on race, caste, religion, age, disability, gender, marital status, sexual orientation, gender identity, or union membership by any of our partners or suppliers.

We promote a diverse, inclusive and equal workplace both internally and externally. Every employee is expected to treat everyone with whom we have contact with dignity, courtesy and respect. At Michael Page we believe staff employed by our suppliers, whether permanent or temporary, should have the same basic rights to be treated with respect and dignity at work as our own employees. There should be no discrimination based on race, colour, ethnic or national origins, marital status, family circumstances, age, disability, sexual orientation, gender identity, political or religious belief, union membership or political affiliation. Furthermore, we expect our Suppliers to embed diversity into their own hiring and talent development processes.

Addressing human rights impacts

We recognise the importance of taking steps to identify and mitigate any actual or potential adverse human right impacts which we may be involved in, directly or indirectly, through our own activities or through our business relationships.

We understand that human rights due diligence is a dynamic process that requires particular attention at certain stages in our business activities, such as onboarding new partners and suppliers, or where there is a change in business strategy.

We are also conscious that we operate in certain countries with inherently higher risks of human rights abuses. We understand this means that we must put in place additional due diligence to assess these risks and address them effectively. We also pay particular attention to those individuals or groups who may be at greater risk of adverse human rights impacts due to their vulnerability.

Effective remedy

We place great importance on providing effective remedy wherever human rights impacts occur. We continue to build the awareness and knowledge of our employees and workers on human rights issues, including labour rights, encouraging them to speak up, without retribution, about any concerns they may have, by using our company grievance mechanisms or the Michael Page Speak Up line. We also promote the provision of effective grievance mechanisms by our partners and suppliers.

Inclusive culture

We are committed to promoting fair opportunities for everyone in all aspects of our business and maintaining an environment where all employees, clients, and service providers know they are valued regardless of race, ethnicity, language, national origin, religion, disability, gender, gender identity, sexual orientation, age, or socio-economic status.

Michael Page opposes and disciplines all forms of discrimination that occur within the workplace, concerning topics such as but not limited to pay, dismissal, selection for promotion, parental leave, etc. Michael Page also emphasises the importance of inclusivity, in which we ensure all diverse members of the Company are included and considered in decision-making and the general work environment.

Providing a safe work environment

To further its commitment to respecting human rights and promoting the dignity of the individual, Michael Page, through various policies and processes, seeks to provide a safe working environment.

We seek to provide a diverse, inclusive workplace for our employees which allows them to perform their work to the best of their abilities and free from discrimination and harassment. Michael Page seeks to provide equal opportunities for employment and advancement for everyone.

Michael Page also seeks to provide a workplace free from business- related injury or illness. Michael Page complies with all health and safety laws and regulations and provides workplace safety training to its employees. Michael Page tracks injuries occurring in the workplace and will change its processes to reduce the risk of injury to its employees as needed.

Our employees are encouraged to report any unsafe conditions which they observe and any employees reporting such conditions are protected from retaliation.

Our Employee Code of Conduct and our Supplier Code of Conduct make it clear that we expect our own people, and everyone employed by our suppliers, whether permanent or temporary, to be treated with respect and dignity at work and we believe employment should always be chosen. There must be no forced, bonded or involuntary labour. Employees must not be required to lodge monies or identity papers to be able to work and must be free to leave employment after the giving of reasonable notice.

Our governance

It is our aim to regularly review, consult and communicate our policy to our employees, clients, stakeholder, suppliers, and all persons working for or on behalf of Michael Page. This would help to promote awareness of human rights issues and secure the support of the above groups in driving our objectives.

The plc Board provides ultimate oversight and governance over Michael Page, including the Sustainability programme. Michael Page's Sustainability Committee is a formal sub-committee of the Board with responsibility for the management and oversight of the Sustainability programme, including our human rights performance.

The Sustainability Committee is committed to continually improving our performance by regularly reviewing our impacts, and on an annual basis, updating this policy.

This policy has been approved by Michael Page Sustainability Committee.



Kelvin Stagg

Chief Financial Officer

Version control

1.0 02 October 2023 | Initial release | Approved by Sustainability Committee

2.0 30 October 2025 | Revised text | Approved by Sustainability Committee

3.0 20 July 2026 | Update to branding | Approved