



*Modern Slavery and Human Trafficking Act Statement
Thomas Thor Associates BV and its Group of companies, June 2022*

Introduction:

The Modern Slavery Act 2015 (UK) requires businesses to publish information and steps that are taken to ensure that risks of modern slavery, of any kind, in day-to-day operations are always avoided within the business or supply chain.

Under the definition of modern slavery falls: slavery, child labour, forced labour and trafficking of persons. Thomas Thor will not support or be associated with any person or organisation involved in these activities.

Thomas Thor Associates BV and its Group of companies has a zero-tolerance approach to modern slavery across all our locations and across all suppliers. We are committed to acting ethically and with integrity in all our business dealings and relationships and to ensure there is transparency in our actions. We expect the same high standards from all our suppliers.

Who are we and what do we do?

Thomas Thor Associates BV, Thomas Thor Associates Ltd and its global entities provide recruitment, executive search and consulting services to the global nuclear industry and major infrastructure projects. Our clients include regulators, operators, engineering and construction companies, equipment manufacturers and research organisations.

Where we work?

Thomas Thor Associates BV headquarters are based in Amsterdam, the Netherlands. Our offices are in Europe (UK: London, Bristol, Cumbria; France: Paris), Middle East (UAE: Abu Dhabi) and North America (US: Charlotte, Cuyahoga Falls, Pensacola; Canada: Toronto). Our multinational and multilingual staff have an unrivalled global network in the nuclear industry.

We are open to opportunities all over the world, but we do not support or work for people, organisations or countries that are subject to international sanctions or other restrictions imposed by states in which we currently work (e.g. the US).

What are our values?

Thomas Thor Associates BV and its Group of companies are strongly driven by 4 core values:

COLLABORATION – to us Collaboration means working together with our colleagues and stakeholders, supporting each other to achieve our shared goals and objectives.

CREDIBILITY – to us Credibility means inspiring belief and trust through combining our knowledge with our expertise in representing and advising candidates, in order to provide a valuable service to our colleagues and to our clients.

EXCELLENCE - to us Excellence means delivering the highest possible quality of service, communication and interaction to our colleagues and clients, always striving to exceed their expectations through a personalised approach and going the extra mile.



DIVERSITY AND INCLUSION - to us Diversity means understanding that each individual is unique, recognising our individual differences and striving for diversity within our organisation and within the industries we serve. To us Inclusion means creating an environment where all individuals feel a sense of belonging and are heard and respected.

We always act within the law of the countries in which we operate. This includes labour, tax and social security laws. We work honestly and transparently with our colleagues, clients, candidates and suppliers and strive for fair, win-win relationships.

What is our Vision and Mission?

We are all committed to delivering the Vision and Mission in accordance with our **Code of Ethics**. Code of Ethics of Thomas Thor Associates BV and its Group of companies is our top-level policy that informs about all of our business activities and quote the Modern Slavery policy and wording in it.

Our Vision is to mobilize knowledge, nurture talent and create new ways to address some of the world's biggest challenges. We believe in supporting a clean energy future and in the power of human ingenuity to create a better world.

Our Mission is to build and sustain the global nuclear workforce and to use our depth of experience to identify the talent and leadership required to enable transformation and growth across other complex and highly regulated industries.

Thomas Thor Associates BV and its Group of companies are globally ISO 9001 and ISO 27001 certified. That mean we operate our business according to the highest international quality management system standards (QMS), as well as we manage information security at the highest level possible and according to the international norms. We are also Cyber Essential Plus certified.

We are part of a network of various international nuclear organisations such as Young Generation (YG), World Nuclear Association (WNA), Women in Nuclear (WiN), Voix du Nucleaire etc.

We are also members of APSCO in the UK and ISNetworld in Canada.

Our workers:

As an international consultancy and recruitment agency, a large part of our activities involves operating as an employment business and employment agency that supplies contract and permanent staff to companies. As a staffing provider, all candidates are interviewed prior to submission to a client. Where applicable their identification and right to work in the specific country documentation is verified.

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our workplace policies reflect our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

Prior to submission for interview with clients, all candidates are interviewed, and our staff are encouraged to bring any concerns they have to the attention of management. We are also subject to



numerous client and independent checks and audits that will help us to detect any issues in relation to modern slavery. When entering into supplier agreements with providers for office supplies and sundries, wherever possible we utilise trusted companies with whom we have long standing relationships.

All Thomas Thor Associates employees have access to dedicated channels through which they may voice concerns, either through local reporting mechanisms or through the global whistleblowing procedure. Thomas Thor is committed to protecting employees when disclosing malpractice and will ensure that all disclosures made in good faith will be treated confidentially and without fear of retaliation.

Our suppliers:

Before entering any contractual agreements our legal and compliance team carry out due diligence checks. These, next to the standard document screening, are a necessary step to ensure that our clients or business partners have never been involved, nor convicted of any kind of slavery. We also request the confirmation from our suppliers that they take steps to eliminate modern slavery of any kind from and within their businesses, check their supply chain partners and pay their employees at least the national minimum wage.

Thomas Thor Academy:

During first 2 weeks of onboarding, every employee is introduced to the company, its values and mission as well as the policies we stand for. It is a part of the necessary training we perform. Yearly, before in preparation for the ISO audits we organise training sessions company wide to raise awareness of any updates in policies, processes, or additional trainings.

In 2022 Thomas Thor Associates BV is launching Thomas Thor Academy – the Academy is intended to be a digital portal through which everyone can access a wide and diverse range of content, courses, and personal and professional development opportunities, depending on need. Some content will be created by Thomas Thor, some will be from other thought leaders in topics relevant to our business. This includes modern slavery awareness.

Conclusion:

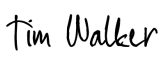
Thomas Thor Associates BV and its Group of companies strive to be an ethical business. We support ethical working and create the conditions, policies, and systems to enable staff to work ethically. The principles of the Modern Slavery Act are our top priority, and we will continue doing our best to identify and mitigate risks of modern slavery of human trafficking from our business and the partners we work with.

Approval for this statement:

This statement was approved by the Board of Directors on 10th June 2022.



Callum Thomas (CEO)



Tim Walker (MD)



James Ball (Global Operations Director)