



# MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

## Introduction

This Modern Slavery and Human Trafficking Statement is a response to Section 54(1), Part 6 of the Modern Slavery Act 2015 and relates to actions and activities for the financial year ending 31 October 2022.

Anchor Conzult Limited ('the Company', 'we', 'us' or 'our') is committed to preventing slavery and human trafficking violations in its own operations, its supply chain, and its products. We have zero-tolerance towards slavery and require our supply chain to comply with our values.

## Organisational structure

Anchor Conzult Limited and has business operations in the United Kingdom.

We operate in the Recruitment, Consultancy and Training sector. Given the nature of our supply chains we operate in we do not have an extensive supply chain network. Our supply chains consists of office supplies including stationery; IT hardware and software; marketing and print services; building maintenance services; and professional services such as those provided by external financial auditors and solicitors.

For more information about the Company, please visit our website: [www.anchorkonzult.com](http://www.anchorkonzult.com).

## Policies

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner.

These include the following:

- Recruitment and selection policy - Requiring all staff to comply with the applicable provisions relating to Modern Slavery as set out in our Company Policy and to avoid any activity that might lead to, or suggest, a breach of these policies. Additionally, encouraging all staff and third parties to raise any concerns about any issue or suspicion of modern slavery in the recruitment and selection process.
- Whistleblowing policy - Protecting staff from victimisation or retaliation if they raise concerns about slavery and human trafficking, even if raised in error.
- Staff code of conduct - Encouraging all staff and third parties to raise any concerns about any issue or suspicion of modern slavery in any parts of the business or supply chains of any supplier tier at the earliest possible stage and to notify a manager, a senior point of contact and / or the Legal Department.
- Safeguarding policy - To raise awareness of the potential risks of slavery and human trafficking, we provide guidance to support our employees' understanding of expected behaviours. All staff have been made ware of our company policies and are made aware of the risks of modern slavery and human trafficking in our supply chains and our business.

We make sure our suppliers are aware of our policies and adhere to the same standards.

## Due Diligence

As part of our efforts to monitor and reduce the risk of slavery and human trafficking occurring in our supply chains, we have adopted the following due diligence procedures:

- Internal supplier audits.
- External supplier audits.

Our due diligence procedures aim to:

- Identify and action potential risks in our business and supply chains.

- Monitor potential risks in our business and supply chains
- Reduce the risk of slavery and human trafficking occurring in our business and supply chains.
- Provide protection for whistleblowers.

## **Risk and compliance**

The Company has evaluated the nature and extent of its exposure to the risk of slavery and human trafficking occurring in its UK supply chain through:

- Evaluating the slavery and human trafficking risks of each new supplier.
- Reviewing on a regular basis all aspects of the supply chain based on supply chain mapping.

We do not consider that we operate in a high-risk environment because our business operates in a low risk level environment because the majority of our supply chain is based in the UK and in low-risk industries, such as internet software and services..

We do not tolerate slavery and human trafficking in our supply chains. Where there is evidence of failure to comply with our policies and procedures by any of our suppliers, we will seek to terminate our relationship with that supplier immediately.

## **Effectiveness**

The Company uses Key Performance Indicators (KPIs) to measure its effectiveness and ensure that slavery and human trafficking is not taking place in its business and supply chains. These KPIs are as follows:

- We will know the effectiveness of the steps that we are taking to ensure that slavery and / or human trafficking is not taking place within our business or supply chain if no reports are received from employees, clients, candidates, members of the public, or law enforcement agencies to indicate that modern slavery practices have been identified.

The statement was approved by the board of directors.

Abiodun Adedeji-Iyiola, Director  
Anchor Conzult Limited

Date  
05/06/2023