



## 1. Introduction

Consortium X robustly commits to the eradication of modern slavery and human trafficking in all aspects of our operations and supply chains. Our statement is a declaration of our unwavering dedication to protecting human rights and ensuring compliance with ISO 9001:2015, the UK Modern Slavery Act 2015, the EU Anti-Trafficking Directive 2011/36/EU, and the U.S. Trafficking Victims Protection Act.

This Anti-Modern Slavery Statement is more than a compliance requirement; it reflects our deep-rooted commitment to upholding human dignity, freedom, and ethical practices in every aspect of our business. We recognise that modern slavery is a pervasive global issue, crossing borders and industries, requiring a persistent and vigilant effort to combat.

Our commitment aligns with international standards and legislations, notably the stringent standards set by ISO 9001:2015, emphasising the significance of ethical business practices. We also adhere to the UK Modern Slavery Act 2015, a crucial legal framework mandating business to disclose actions taken against slavery and human trafficking in their supply chains and operations. In addition, we are guided by the directives of the EU Anti-Trafficking Directive 2011/36/EU, outlining a comprehensive policy approach to prevent and combat human trafficking. Our practices also conform to the U.S. Trafficking Victims Protection Act, establishing measures for the protection of trafficking victims and the prosecution of traffickers.

At Consortium X, we understand that modern slavery is not merely a theoretical concern but a present and pressing challenge. It manifests in various forms, including forced labour, debt bondage, child labour, and human trafficking. Acknowledging these complexities, we are committed to conducting our business in a manner that respects human rights and dignity. Our proactive and multifaceted approach includes rigorous due diligence, ongoing risk assessments, staff training, and collaboration with suppliers and partners who share our ethical values.

This statement symbolises our continuing commitment to creating a business ecosystem that is not only compliant with international standards but also a model of ethical practices and human rights protection. We believe that adhering to these principles enables Consortium X to significantly contribute to the global fight against modern slavery and human trafficking.

## 2. Our Commitment

### 2.1. Zero Tolerance

- **Uncompromising Stance:** At Consortium X, we maintain a strict and uncompromising stance against all forms of modern slavery and human trafficking. Our zero-tolerance policy is deeply embedded in our corporate ethos and operational practices. We ensure vigilance and proactive measures across every level of our organisation and supply chains to prevent such inhumane practices.
- **Ensuring Ethical Supply Chains:** Recognising the critical role of supply chains in perpetuating modern slavery, we rigorously scrutinise our suppliers and partners. We mandate that they not only comply with our ethical standards but also demonstrate their commitment through transparent practices and regular audits.
- **Employee Training and Empowerment:** To reinforce our zero-tolerance policy, we invest in extensive training programmes for our employees. These programmes are designed to enhance awareness, educate on the signs of modern slavery, and empower our staff to take action if they encounter any form of exploitation or trafficking.



## 2.2. Legal Compliance

- **Adhering to International and Local Laws:** Consortium X operates in strict adherence to both international standards and local laws against modern slavery and human trafficking. We are constantly updating our policies and procedures to align with the latest legal developments and best practices in each region where we operate.
- **Due Diligence and Compliance Checks:** We conduct thorough due diligence and regular compliance checks to ensure all aspects of our business, including our international operations, meet the highest legal standards. This includes but is not limited to compliance with the UK Modern Slavery Act, EU directives, and the U.S. Trafficking Victims Protection Act.
- **Collaborative Legal Compliance:** Beyond our internal operations, we actively engage with our business partners and suppliers to ensure they too are in compliance with relevant laws and regulations. We view this as a shared responsibility and a critical aspect of our commitment to ethical business practices.

## 3. Our Actions

- **Risk Assessment and Due Diligence**
- **Proactive Risk Identification:** At Consortium X, we regularly conduct risk assessments to proactively identify any potential for modern slavery within our business activities and supply chains. These assessments are integral to our strategy for pre-empting and preventing instances of modern slavery.
- **Comprehensive Due Diligence Process:** We have instituted a thorough due diligence process, particularly focusing on our suppliers, to ensure they uphold the same ethical standards as we do. This is especially crucial for suppliers based in high-risk regions, where instances of modern slavery are statistically higher.
- **Continuous Review and Improvement:** Our risk assessment and due diligence processes are not static; they are regularly reviewed and enhanced based on emerging trends and insights in the field of modern slavery and human trafficking.
- **Training and Awareness**
- **Educational Programmes for Employees:** Understanding that awareness is key to prevention, we have established comprehensive training programmes for our employees. These programmes are designed to educate them about the nuances and indicators of modern slavery, enabling them to recognise and report any suspicious activities.
- **Stakeholder Engagement:** Our commitment to raising awareness extends beyond our immediate workforce. We actively engage with our stakeholders, including suppliers and partners, providing them with resources and training to recognise and prevent modern slavery.
- **Supplier Standards and Monitoring**
- **Stringent Supplier Criteria:** Consortium X has set stringent criteria for our suppliers, ensuring that they are committed to ethical labour practices. Our supplier standards are a critical component of our commitment to combating modern slavery.



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- **Regular Supplier Audits:** To ensure these standards are met, we conduct regular audits of our suppliers. These audits help us monitor compliance with our anti-modern slavery policies and standards.
- **Remedial Actions:** In cases where non-compliance is identified, we take prompt remedial actions. This may range from working with the supplier to improve their practices to terminating the contract in severe cases of policy breach.

### 4. Policy and Responsibility

- **Policy Enforcement:** Our Anti-Modern Slavery Policy, reviewed annually, underpins our operational guidelines and ethical commitments.
- **Leadership Accountability:** Senior management at Consortium X bears the responsibility for policy implementation and fostering ethical conduct.

### 5. Reporting and Transparency

- **Reporting Mechanisms:** We have established confidential channels for reporting concerns about modern slavery, assuring thorough and discreet investigations.
- **Annual Modern Slavery Statement:** Our efforts and progress in combating modern slavery are transparently showcased in our annual statement.

### 6. Continuous Improvement

- **Expanding Scope:** As we grow globally, our policies will adapt to maintain effectiveness against modern slavery.
- **Stakeholder Engagement:** Our commitment includes engaging with suppliers and partners, ensuring they share in our ethical stance against modern slavery.

### 7. Conclusion

At Consortium X, we recognise the critical role we play in combating modern slavery. Our continuous efforts in policy enhancement, rigorous supplier management, and comprehensive training programmes demonstrate our dedication to upholding human rights and ethical business practices. We remain steadfast in our commitment to transparency, accountability, and continuous improvement in the fight against modern slavery.

Signed:

A handwritten signature in black ink, appearing to read 'Christopher Impey', written over a horizontal line.

Christopher Impey President Consortium X