



MODERN SLAVERY AND HUMAN TRAFFICKING POLICY 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 04 April 2023.

Centre For Competitiveness ('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

Centre For Competitiveness and has business operations in the United Kingdom, as well as:

- Ireland

We operate in the consultancy, project management, and training sector. The nature of our supply chains is as follows: We are a leading provider of business consultancy, project management, and training support to organizations across numerous sectors. We work with a number of key direct suppliers and partners who provide us with business assessment frameworks and we also work with an experienced team of associates who provide consultancy and training services on our behalf. Our supply chain is an integral part of our operations, and our success and reputation is linked to their performance and ethics.

For more information about the Company, please visit our website: www.cforc.org.

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:

- Staff code of conduct - We are committed to the fair treatment of all staff. Our staff code of conduct reflects our core values and expected behaviours. The

code of conduct makes it clear that we have a zero-tolerance approach to modern slavery. This includes our approach to material human rights risk across our value chain, compliance with local statutory minimum wages, and awareness of our suppliers ethical sourcing policies.

- Safeguarding policy - This policy highlights the potential risks of modern slavery and human trafficking, including how to identify signs of exploitation and how to report concerns. 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.
- We seek to work with companies who share our principles and work according to our policies on health and safety, ethics, compliance and environment standards and who are prepared to commit themselves to meeting our requirements. We are committed to working with suppliers to support necessary improvements; however, we will also take action if suppliers do not meet our standards.

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.

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 the majority of our own operations and that of our supply chain is based in the UK and Ireland. We work in low-risk sectors that are regulated.

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 require that supplier to remedy the non-compliance.

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:

The statement was approved by the board of directors.

Signed: _____

Bob Barbour, Director & Chief Executive, Centre For Competitiveness