

Modern Slavery and Human Trafficking Statement

Pearn Kandola

1. Introduction

Pearn Kandola is committed to acting ethically and with integrity in all business relationships. We take a zero-tolerance approach to modern slavery and human trafficking and are committed to ensuring transparency in our own operations and within our supply chain.

Although we are not legally required to publish a statement under Section 54 of the Modern Slavery Act 2015 (as our turnover is below the £36 million threshold), we choose to do so as part of our commitment to responsible business practices.

2. Our Business

Pearn Kandola is a consultancy specialising in business psychology. We operate primarily in the UK and deliver professional services to a range of clients in both the public and private sectors.

Our business model is low risk in relation to modern slavery, as we:

- Employ a small, professional workforce
- Operate in a regulated, professional services environment
- Do not rely on low-skilled or high-risk labour markets

3. Our Supply Chains

Our supply chain is limited and primarily consists of:

- Professional service providers
- IT and software vendors
- Office and business support services

We recognise that some risks may exist within extended supply chains (e.g. technology hardware manufacturing), and we take a proportionate approach to managing these risks.

4. Policies and Governance

We maintain internal policies that reflect our commitment to ethical practices, including:

- Fair pay practices (above living wage where applicable)
- Equal opportunities and anti-discrimination policies

- Whistleblowing procedures
- Supplier selection criteria aligned to ethical standards

5. Due Diligence and Risk Management

Given the low-risk nature of our operations, our approach is proportionate but includes:

- Working with reputable suppliers and established brands
- Reviewing supplier terms and conditions where appropriate
- Avoiding suppliers where there is known or suspected unethical practice

Where relevant, we may request confirmation from suppliers regarding their compliance with applicable labour laws and standards.

6. Training and Awareness

Due to the size and nature of our organisation, formal training is not currently required. However, senior staff maintain awareness of modern slavery risks and incorporate ethical considerations into business decisions.

7. Effectiveness and Review

We will review this statement annually and update it as our business grows or our risk profile changes.

This statement is made voluntarily and reflects our commitment to ethical business practices and respect for human rights.