

MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

Revision History

Version	Revision Date	Revised by	Section Revised
V1.1	20/06/2018	Suzi Watt	New for CI
V1:1	01/09/2019	Suzi Watt	General review - No changes
V1:2	26/05/2020	Suzi Watt	General review including link updates
V1:3	27/05/2020	Hatty Richmond	Organisational Structure
Vx.x	xxx	xxx	xxx

Document Control

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1. Introduction

This Modern Slavery and Human Trafficking Statement relates to actions and activities during the financial year 1 April 2020 to 31 March 2021.

The statement sets down the Cadence companies' commitment to preventing slavery and human trafficking in our business activities and the steps we have put in place with the aim of ensuring that there is no slavery or human trafficking in our own business and supply chains. We all have a duty to be alert to risks, however small. Staff are expected to report their concerns and management to act upon them.

2. Organisational structure and supply chains

This statement covers the business activities of Cadence Innova, Cadence Partnership LLP and Cadence Partnership Services Limited which are as follows:

Cadence Innova Ltd, as well as Cadence Partnership LLP and Cadence Partnership Services Ltd provides consultancy services, highly skilled interim workers and contingent solutions to both the public and private sectors. Cadence helps clients:

- build adaptable, resilient organisations
- understand and embrace new ways of working
- develop robust commercial capability
- design better services that meet users' needs
- deliver impactful change programmes.

Cadence is an employee-owned (majority female) SME that for ten years has focused on providing the best possible consultancy services and resource solutions for Government and private sector clients.

The Company currently operates in the following countries:

United Kingdom and the European Union.

The following is the process by which the Company assesses whether particular activities or countries are high risk in relation to modern slavery or human trafficking:

Due Diligence.

Responsibility for the Company's anti-slavery initiatives is as follows:

Policies: The Business Support Executive is responsible for creating and reviewing policies. The process by which policies are developed is looking at best practices and adapting to the needs of the company.

Due diligence: The Operations Manager is responsible for due diligence in relation to known or suspected instances of modern slavery and human trafficking.

3. Training

To ensure a good understanding of the risks of modern slavery and human trafficking in our business and supply chains, the Company requires Directors, HR and Operational employees to be aware of the criteria and risks in relation to modern slavery and human trafficking, reviewed annually.

4. Policies

The Company is committed to ensuring that there is no modern slavery or human trafficking in our business or our supply chains. This Statement affirms its intention to act ethically in our business relationships.

The following policies set down our approach to the identification of modern slavery risks and steps to

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be taken to prevent slavery and human trafficking in our operations insert links to the relevant Company policy:

- 4.1. [Whistleblowing policy](#) - the Company encourages all its workers, customers and other business partners to report any concerns related to its direct activities or its supply chains.
- 4.2. [Ethical policy](#) - through its business practices, the Company seeks to protect and promote the human rights and basic freedoms of all its employees and agents.
- 4.3. [Corporate Social Responsibility \(CSR\) policy](#) - summarises how we manage our environmental impacts and how we work responsibly with suppliers and local communities.

5. Due Diligence Processes for Slavery and Human Trafficking

The Company undertakes due diligence when considering taking on new suppliers and regularly reviews its existing suppliers. The Company's due diligence process includes building long-standing relationships with suppliers and making clear our expectations of business partners, invoking sanctions against suppliers that fail to meet such expectations, including the termination of the business relationship.

6. Performance indicators

The Company uses key performance indicators (KPIs) to measure how effective we are in ensuring slavery and human trafficking is not taking place in any part of our business or supply chains including requiring all relevant staff to have completed training on modern slavery.

This Modern Slavery and Human Trafficking Statement will be regularly reviewed and updated as necessary. The Leadership Team endorses this policy statement and is fully committed to its implementation.

This Modern Slavery and Human Trafficking Statement has been approved and authorised by:

Name: Gary Ashby
Position: Commercial and Strategy
Date: Director 26/05/2024

Signature:

