



Modern Slavery Statement 2023

This statement has been prepared for Changeology Group Ltd (the "Company", "we" or "our") pursuant to section 54(1) of the Modern Slavery Act 2015 (the "Act") in respect of the financial year to 31st October 2022 ("FY22"). It sets out the new and ongoing steps we are taking to address and prevent modern slavery taking place, both within our business and our supply chains.

Our Organisational Structure

We are a Management Consultancy Private Limited Company incorporated in Scotland. We work within the Public and Private sectors delivering business improvement, transformation, and consultancy services.

Our partners and employees comprise our client facing and support teams, in conjunction with contractors.

For more information about the Company, please visit our website:

<https://www.changeology.group>

Our Commitment

Our company's purpose is to deliver management consulting services to the highest possible ethical standards, as part of this we will not tolerate any form of human rights abuse, including modern slavery or human trafficking, in any part of our business.

We commit to and comply with the Ten Principles of the UN Global Compact.

These Ten Principles of the United Nations Global Compact are derived from: the Universal Declaration of Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, the Rio Declaration on Environment and Development, and the United Nations Convention Against Corruption.

Human Rights

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and

Principle 2: make sure that they are not complicit in human rights abuses.

Labour

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.

Principle 4: the elimination of all forms of forced and compulsory labour.

Principle 5: the effective abolition of child labour; and

Principle 6: the elimination of discrimination in respect of employment and occupation.



Environment

Principle 7: Businesses should support a precautionary approach to environmental challenges.

Principle 8: undertake initiatives to promote greater environmental responsibility; and

Principle 9: encourage the development and diffusion of environmentally friendly technologies.

Anti-Corruption

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

The Company is committed to ensuring modern slavery plays no part in its business or supply chains. To satisfy this commitment, we undertake a range of different steps and continue to strive to achieve the highest legal, ethical, environmental, and employee-related standards within our own business and supply chains, making sure that all stakeholders (including employees, partners and suppliers) are working together to eradicate modern slavery and human trafficking.

Our Staff

Before joining, we perform extensive pre-screening on our employees, partners and contractors, which include identity checks, reference checks, right to work checks, criminal record checks, and where applicable education and professional qualification checks. We are confident that these processes flush out any modern slavery issues at the recruitment stage.

The Company requires its staff to complete training and ongoing refresher courses on slavery and human trafficking. The Company's training covers:

- How to identify the signs of slavery and human trafficking.
- What initial steps should be taken if slavery or human trafficking is suspected.
- How to escalate potential slavery or human trafficking issues to the relevant parties within the Company.
- What external help is available.

We also commit to paying the Real Living Wage to our employees and contractors.

Any concerns about modern slavery or human trafficking taking place in any part of our Company or supply chain can be raised directly with our Founding Partners or anonymously via contact@changeology.group – an email address only accessed by our Founding Partners. The Company is committed to improving its practices to combat modern slavery and human trafficking.

Two handwritten signatures in blue ink. The first signature is "Marguerite McGinlay" and the second is "Gareth Jenkins".

Marguerite McGinlay | Gareth Jenkins Founding Partners

13th December 2023