

# MODERN SLAVERY AND HUMAN TRAFFICKING 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 31 March 2022.

Companies in Motion Ltd ('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

Companies in Motion Ltd has business operations in the United Kingdom.

We operate in the employee education sector. The nature of our supply chains is as follows:

We work with organisations to support the resilience and communications skills of their employees, and we buy IT services, online education platforms and hire contractors from reputable suppliers.

For more information about the Company, please visit our website: [www.companiesinmotion.com](http://www.companiesinmotion.com).

## 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.

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 business operates in a low risk level environment because the majority of our supply chain is based in the UK and in low risk industries, such as internet software and services.

We do not tolerate slavery and human trafficking in our supply chains. Where there is evidence of failure to comply with our procedures by any of our suppliers, we will seek to terminate our relationship with that supplier immediately.

## 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:

- We will contact suppliers to enquire about their modern slavery practices every 12 months.
- We will carry out a regular audit of suppliers - 100% of suppliers each year.
- Being aware of suppliers who provide risk.
- Ensuring the awareness and ethics of all contractors
- Checking our clients record on human rights and modern day slavery before working with them.

**Next steps**

In the next financial year, we intend to take the following steps to tackle slavery and human trafficking by:

- Staff training as we grow.
- Continuation of our Foundation to support young leaders campaigning against modern day slavery.

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