

## Symposium Consulting Ltd. Modern Slavery Policy

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### 1. Introduction

Symposium Consulting Ltd. is committed to preventing acts of modern slavery and human trafficking within its business and supply chain. This policy outlines our stance against modern slavery, in line with UK laws and regulations, and recognises the unique challenges of engaging with third parties in regions such as Ukraine, where external pressures may impact individuals' decisions.

### 2. Scope

This policy applies to all employees, contractors, suppliers, and partners of Symposium Consulting Ltd., both within and outside the EU.

### 3. Objectives

Zero Tolerance: Uphold a zero-tolerance approach to modern slavery in all its forms.

Legal Compliance: Adhere to the UK Modern Slavery Act 2015 and other relevant legislation.

Due Diligence: Conduct rigorous due diligence on third parties, especially in high-risk regions.

### 4. Policy Statements

#### 4.1 Compliance with UK Laws

UK Modern Slavery Act 2015: Adhere to the principles and reporting requirements outlined in the Act.

Continuous Review: Regularly review and update our practices to ensure compliance with evolving laws and regulations.

#### 4.2 Third-Party Engagements

Due Diligence: Conduct thorough due diligence on all third parties, particularly those in high-risk areas such as active war-zones.

Risk Assessment: Identify and assess potential risks of modern slavery in our supply chain and business relationships.

#### 4.3 Training and Awareness

Employee Training: Provide training to employees on modern slavery risks, identification, and prevention.

Awareness Raising: Increase awareness among staff and third parties about the risks and signs of modern slavery, especially in contexts of heightened vulnerability like conflict zones.

## 4.4 Reporting and Whistleblowing

Reporting Mechanisms: Establish clear reporting mechanisms for employees to report suspicions of modern slavery, ensuring confidentiality and protection from retaliation.

Third-Party Reporting: Encourage our suppliers and partners to report any concerns related to modern slavery.

## 4.5 Supply Chain Transparency

Supplier Standards: Require all suppliers to adhere to our anti-slavery policy and principles.

Regular Audits: Conduct regular audits of suppliers, particularly in high-risk regions, to ensure compliance with this policy.

## 4.6 Response to Violations

Investigation and Action: Promptly investigate any claims or indications of modern slavery and take appropriate action, including reporting to relevant authorities.

Review of Relationships: Reassess business relationships if any instances of modern slavery are identified.

## 5. Implementation

Responsibility: Assign specific responsibilities for modern slavery prevention to designated staff members.

Monitoring and Review: Regularly monitor and review the effectiveness of our modern slavery prevention measures.

## 6. Compliance

Failure to comply with this policy may result in disciplinary action, up to and including termination of contracts or business relationships.

Approved by:

*Chris  
Docker*

Chris Docker,

Managing Director, Symposium Consulting Ltd.

**Winner, Rail Team of the Year 2022**

**Founder member of UK Rail for Ukraine.**

This Modern Slavery Policy is a crucial component of our ethical framework at Symposium Consulting Ltd. It reflects our unwavering commitment to ethical business practices and our dedication to combatting modern slavery in all its forms, particularly in vulnerable regions. We expect all employees and partners to uphold the principles outlined in this policy.