

BIRRING & BAGRI LTD

VOLUNTARY MODERN SLAVERY & HUMAN TRAFFICKING STATEMENT

Effective: September 2026 | Last reviewed: September 2026 | Next review: September 2027

1. Voluntary Statement

Birring & Bagri Ltd publishes this Modern Slavery and Human Trafficking Statement voluntarily as part of its commitment to ethical business, responsible procurement, integrity and respect for fundamental human rights.

Birring & Bagri is currently below the annual turnover threshold at which publication of a slavery and human trafficking statement is mandatory under section 54 of the Modern Slavery Act 2015. This Statement is therefore not published because Birring & Bagri is presently subject to the statutory reporting requirement.

We have nevertheless chosen to set out our approach publicly because we consider responsible business conduct and proportionate supply-chain awareness to be appropriate for organisations of all sizes.

2. Our Business

Birring & Bagri is a UK-based professional consultancy providing advisory and consultancy services, including in areas such as strategy, procurement and commercial advisory, governance, public policy, international trade and related professional services.

As a professional-services business, our direct operational supply chain is comparatively limited and is expected principally to comprise professional services, technology and software, website and digital services, office and business services, travel and events, creative services, contractors, consultants and other specialist suppliers.

Although the nature and scale of our business means our direct exposure to higher-risk supply chains is expected to be relatively limited, we recognise that modern slavery risks can exist within organisations and supply chains of any size.

3. Our Position on Modern Slavery

Birring & Bagri has zero tolerance for slavery, servitude, forced or compulsory labour, human trafficking, child labour, exploitative recruitment practices or other forms of modern slavery.

We do not knowingly engage with, support or procure from organisations where we have credible reason to believe that modern slavery or serious labour exploitation is taking place and is not being appropriately addressed.

We expect those with whom we conduct business to operate lawfully and to respect fundamental labour and human rights.

4. Governance and Responsibility

Responsibility for Birring & Bagri's approach to modern slavery sits with the company's leadership and forms part of our wider governance, ethical-business and responsible-procurement arrangements.

As the business develops, we will seek to ensure that modern slavery considerations remain proportionate to the nature, scale, geography and risk profile of our activities and supply chains.

5. Supplier and Business Partner Expectations

We expect suppliers, contractors, consultants, associates and other relevant business partners to:

- comply with applicable laws relating to modern slavery, human trafficking and employment practices;
- not use forced, compulsory, trafficked or child labour;
- provide workers with lawful and fair working arrangements;
- avoid exploitative recruitment practices, including inappropriate worker-paid recruitment fees;
- respect workers' freedom of movement and lawful ability to leave employment;
- not tolerate violence, intimidation, coercion, harassment or threats against workers; and
- take reasonable steps to address modern slavery risks within their own operations and supply chains where relevant.

6. Proportionate Due Diligence

Birring & Bagri applies a risk-based and proportionate approach to supplier and counterparty due diligence.

The level of scrutiny may vary according to factors such as the nature of the goods or services, geographic location, sector, use of subcontracting or labour-intensive services, the value and duration of the relationship, and any information suggesting elevated ethical or labour risk.

Where appropriate, we may seek information concerning a supplier's policies, labour practices, modern slavery arrangements, supply chain or relevant certifications and may consider publicly available information as part of our assessment.

We do not claim that every supplier or transaction is subject to the same level of due diligence. Our approach is intended to focus attention where risk reasonably warrants it.

7. Risk Assessment

As a professional consultancy, Birring & Bagri does not presently consider its core advisory activities to present the same inherent modern slavery exposure as sectors heavily dependent on complex manufacturing, agricultural, construction or labour-intensive global supply chains.

However, we recognise that risk may arise indirectly through areas including technology hardware, facilities and cleaning services, hospitality, travel, events, promotional goods, outsourced services, recruitment and temporary labour, creative production and other extended supply chains.

We will keep these risks under review as our business, international activities and supplier base develop.

8. Responding to Concerns

Where credible information indicates a potential modern slavery or serious labour-exploitation concern within our operations or supply chain, Birring & Bagri will seek to assess the matter proportionately.

Depending on the circumstances, action may include seeking further information, engaging with the relevant supplier or business partner, requiring corrective action, reconsidering or terminating a commercial relationship where lawful and appropriate, or referring matters to relevant authorities.

Our response will take account of the seriousness of the concern, available evidence, the interests and safety of potentially affected individuals, and the practical ability to influence remediation.

9. Procurement and Contracting

Modern slavery considerations form part of Birring & Bagri's wider commitment to responsible procurement and ethical business.

Where proportionate to the nature and risk of an engagement, we may incorporate appropriate ethical, legal compliance, modern slavery, audit, information or termination provisions into supplier or contractor arrangements.

We will seek to avoid procurement practices that knowingly create unreasonable commercial pressures capable of contributing to exploitative labour practices.

10. Training and Awareness

Given Birring & Bagri's current size and professional-services operating model, we will take a proportionate approach to modern slavery awareness and training.

As the business grows, engages additional personnel or expands into higher-risk markets or supply chains, we will consider whether more formal training is appropriate for those involved in procurement, supplier management, recruitment, contracting or relevant advisory work.

11. Measuring Effectiveness

At our present scale, Birring & Bagri considers proportionate qualitative oversight more appropriate than imposing artificial numerical targets.

We will monitor matters such as identified concerns, material supplier risks, due-diligence actions and remedial steps where relevant.

As the company grows, we will review whether formal key performance indicators would provide meaningful additional assurance.

12. Continuous Improvement

This is a voluntary commitment and we intend our approach to develop with the business.

We will review our modern slavery arrangements periodically and seek to strengthen our controls where changes in our scale, services, supply chains, jurisdictions or risk profile justify doing so.

We support transparency and continuous improvement rather than making an unrealistic guarantee that every tier of every supply chain is entirely free from risk.

13. Approval and Review

This Statement has been prepared as Birring & Bagri Ltd's voluntary public statement on modern slavery and human trafficking.

It is intended to be reviewed at least annually and may be updated earlier where there is a material change in our business, supply chain, applicable law or risk profile.

Effective date: September 2026

Next scheduled review: September 2027

14. Contact

Questions or concerns regarding Birring & Bagri's approach to modern slavery and human trafficking may be directed to:

Birring & Bagri Ltd

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