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Oakbridge Consultancy Ltd

**ANTI-MODERN SLAVERY AND HUMAN TRAFFICKING POLICY**

# Oakbridge Consultancy Ltd

### 1. INTRODUCTION

1.1. Oakbridge Consultancy Ltd is a company registered in England and Wales (Company Number: 15214422).

### 2. POLICY STATEMENT

2.1. Oakbridge Consultancy Ltd adopts a zero-tolerance approach to modern slavery and is fully committed to preventing slavery and human trafficking within its operations and supply chains.

2.2. This policy outlines the actions we have taken—and will continue to take—to identify, assess, and mitigate potential modern slavery risks across our business activities.

2.3. We are committed to complying with all applicable laws and regulations relating to modern slavery and human trafficking in every jurisdiction in which we operate.

### 3. ABOUT THIS POLICY

3.1. The purpose of this policy is to:

3.1.1. Set out our responsibilities, and those of individuals and organisations working on our behalf, in observing and upholding our stance on modern slavery and human trafficking; and

3.1.2. Provide information and guidance on recognising and responding appropriately to any concerns related to modern slavery.

3.2. In this policy, “third party” refers to any individual or organisation encountered during the course of business, including actual and potential clients, customers, suppliers, distributors, agents, advisers, public officials, politicians, and other stakeholders.

3.3. This policy does not form part of any employee’s contract of employment and may be amended at any time.

### 4. WHO MUST COMPLY WITH THIS POLICY

4.1. This policy applies to all individuals working for or on behalf of Oakbridge Consultancy Ltd in any capacity. This includes employees, directors, officers, agency workers, seconded workers, volunteers, interns, agents, contractors, consultants, suppliers, business partners, and sponsors—regardless of their location.

### 5. RELATED POLICIES

5.1. Whistleblowing: We encourage all employees, customers, and suppliers to report any concerns or suspicions of slavery or human trafficking without fear of retaliation.

5.2. Code of Conduct: Our code outlines the expected behaviours and ethical standards of employees and representatives. We strive to maintain the highest standards of conduct in all operations, including those overseas and within our supply chain.

### 6. SUPPLIER DUE DILIGENCE

6.1. Oakbridge Consultancy Ltd undertakes due diligence on all new suppliers as part of the onboarding process and periodically reviews existing suppliers. This process includes:

  6.1.1. Assessing risks associated with service provision;

  6.1.2. Auditing supplier practices related to health and safety, labour relations, and employment terms;

  6.1.3. Requiring corrective action to address any identified shortcomings in employment practices;

  6.1.4. Taking appropriate action—including terminating relationships—if suppliers fail to meet our standards.

6.2. We require all suppliers to confirm that:

  6.2.1. They do not use forced, compulsory, or slave labour;

  6.2.2. Their employees work voluntarily and are free to leave employment with reasonable notice;

  6.2.3. All employees are provided with contracts that include fair and lawful terms;

  6.2.4. They do not require deposits or withhold wages for any reason;

  6.2.5. Employees are not required to surrender passports, identification, or work permits as a condition of employment.

### 7. TRAINING AND AWARENESS

7.1. Oakbridge Consultancy Ltd will provide appropriate training to relevant staff to ensure awareness and understanding of modern slavery risks, and how to respond to concerns.

7.2. Employees are encouraged to remain vigilant and report any conduct or practices that could indicate potential modern slavery.

### 8. POLICY REVIEW

8.1. This policy is subject to regular review to ensure its ongoing effectiveness and relevance.

8.2. The most recent version and review date are available on our website.