

The Shallow Consultancy Company Limited Anti-Slavery and Human Trafficking Policy

1. Purpose

The Shallow Consultancy Company Limited is committed to conducting business in a manner that ensures the absence of any form of modern slavery or human trafficking within our operations or supply chain. We are dedicated to ensuring that our company, and those we do business with, uphold the highest standards of ethical behaviour in line with international human rights laws.

2. Scope

This policy applies to all individuals working for or on behalf of Shallow Consultancy Company Limited, including employees, contractors, subcontractors, suppliers, and any other business partners.

3. Definition of Modern Slavery

Modern slavery encompasses slavery, servitude, forced or compulsory labour, and human trafficking. These violations involve depriving individuals of their liberty and exploitation through coercion, threats, or abuse of power for personal or commercial gain.

4. Commitment

The Shallow Consultancy Company Limited is committed to:

- Ensuring that modern slavery does not take place in any part of our business or our supply chains.
- Complying with the Modern Slavery Act 2015 (if applicable) and all other relevant laws and regulations.
- Continuously reviewing and improving our policies and procedures to combat slavery and human trafficking.

5. Responsibility

All employees, contractors, and suppliers must adhere to this policy. Management at all levels is responsible for ensuring that their teams understand and comply with this policy. All individuals in our supply chain are expected to ensure that no modern slavery or human trafficking occurs in their operations.

6. Due Diligence

As part of our commitment to preventing slavery and human trafficking:

- We conduct due diligence on our supply chains to identify and mitigate the risk of modern slavery.
- We regularly assess the effectiveness of our processes in identifying and addressing risks.
- We maintain transparent relationships with our suppliers and require that they adopt similar anti-slavery policies.

7. Reporting Concerns

If anyone working with or for The Shallow Consultancy Company Limited becomes aware of or suspects any instances of modern slavery or human trafficking, they must report their concerns to management or via info@theshallowcompany.co.uk

All reports will be investigated promptly and thoroughly. We will take appropriate action, including reporting incidents to relevant authorities if required.

8. Training

The Shallow Consultancy Company Limited will provide appropriate training and resources to employees to ensure they understand and comply with this policy. This will help identify, prevent, and report any risks related to modern slavery and human trafficking in our operations or supply chain.

9. Consequences of Non-Compliance

Failure to comply with this policy by any employee, contractor, or supplier may result in disciplinary action, contract termination, and/or legal consequences.

10. Review

This policy will be reviewed annually or when needed to ensure it remains up-to-date and effective in preventing modern slavery and human trafficking.

Approved by: M A R Shallow - Director

Date: 1 August 2024