

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 October 2022.

Kindred CSR 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

Kindred CSR Ltd. and has business operations in the United Kingdom.

We operate in the Professional Services sector. The nature of our supply chains is as follows: We work with a number of key suppliers, who provide us with goods and services which support our sustainability consultancy services. This includes physical items such as office furniture, stationary, IT equipment; as well as services such as other consultants, cloud based software, marketing, and accountancy.

For more information about the Company, please visit our website: www.kindredcsr.com

Related Policies

Alongside this statement, we operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner.

These include the following:

1. **Supplier code of conduct** - We operate this policy to ensure our suppliers operate in full compliance with the laws, rules and regulations of the countries in which they operate, and to seek similar commitments across their own supply chain
2. **Whistleblowing policy** - We operate this policy so that stakeholders are able to raise concerns about how staff are being treated or practices within our business or our supply chains without fear of reprisal
3. **Sustainable procurement policy** - 'We want to make sure that potential suppliers are committed to ensuring that slavery and human trafficking is not taking place within their own supply chains. Our procurement policy and supporting procedures set out controls and checks undertaken to help verify this.

We make sure our suppliers are aware of our policies and adhere to the same standards.

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.

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.
- Provide protection for whistleblowers.

Risk and compliance

Kindred CSR will work towards evaluating 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.
- Creating an annual risk profile for key suppliers.
- 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 we are a micro business offering consultancy based services. The majority of our supply chain is based in the UK and in low-risk industries, such as internet software and other professional services.

There may be some risk of modern slavery through our suppliers who provide purchased goods such as electrical equipment, furniture, stationary and other items that require raw materials, manufacturing, storage and distribution.

We do not tolerate slavery and human trafficking in our supply chains. Where there is evidence of failure to comply with our policies and 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 - 10% of suppliers each year.

Training and Reporting

Where appropriate Kindred CSR will raise the awareness of Modern Slavery and provide training to all employees.

We encourage anyone who suspects or witnesses modern slavery to report it to the Modern Slavery Helpline on 08000 121 700 or online at www.modernslaveryhelpline.org

Signed: *A Phillips*

Date: 31.06.2023

Name: Alison Phillips

Position: Director