

## Modern Slavery and Human Trafficking Statement

### Introduction

This statement is made on behalf of the Board of Practicus Limited with regards to the Modern Slavery Act of 2015. We (“Practicus Limited” or “us”, “our”) are committed to upholding recognised human rights and our Business Integrity and Ethics Policy and Human Rights Policy demonstrate our commitment to maintaining the highest standards of ethical conduct and corporate responsibility.

Our policies provide guidance to all employees on the conduct of business according to the highest ethical standards. We have grown and prospered with a culture of honesty, integrity and accountability. Our policies help to focus everyone on areas of ethical risk, offer guidance in recognising and dealing with ethical issues and provide a mechanism to report unethical conduct, without fear of retaliation.

### Structure and Business

We are an interim management and specialist change management consultancy. Our Registered Office and Head Office is Riverside Barns, Remenham Church Lane, Henley-on-Thames, Oxfordshire, RG9 3DB, with offices in London, Bristol, Australia and Hong Kong. We have an annual turnover in excess of £50 million.

We ensure that every prospective candidate is personally interviewed and all relevant identification and right to work documentation is inspected, verified and stored. We view modern slavery and human trafficking as a low risk concern given our key areas of specialism.

### Responsibility

The Board of Practicus accepts overall responsibility for our compliance with our Anti-Slavery and Human Trafficking Policy. Any queries relating to this Statement should be forwarded to David Bardoe-Pout, Finance Director.

### Supply Chains

We are fully committed to improving our practices to combat slavery and human trafficking and seek to ensure that slavery and human trafficking is not taking place in any of our supply chains or in any part of our business. For full details of our Anti-Slavery and Human Trafficking Policy (the “Policy”) a download is available at: <http://www.practicus.com/media/265931/Anti-Slavery-and-Human-Trafficking-Policy.pdf>

### Due Diligence

We have a zero tolerance to slavery and human trafficking and as part of our initiative to identify and mitigate risk we have processes in place which are focused on recognising and assessing potential risk areas in order to mitigate the potential risk of slavery and human trafficking occurring in our supply chains. We offer protection to any whistle blowers who may wish to make a protected disclosure relating to slavery and human trafficking.

- All candidates are interviewed in person.
- All those responsible for recruiting and sourcing workers are trained to a set of compliance principles that govern their methods of recruiting new candidates.

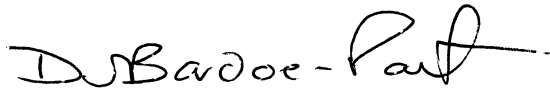
- All employees are encouraged to report any concerns they may have in relation to modern slavery.
- In all supplier agreements, wherever possible, we utilise trusted companies with whom we have long standing relationships.

**Training and Awareness**

We require all employees to familiarise themselves with the Policy and its procedures to help in the identification and prevention of modern slavery and human trafficking. The Policy is available on our internet site. To further raise awareness of the Policy internally, it is published on our internal intranet portal and all new employees are introduced to the Policy as part of their induction process.

**Statement**

This Statement is approved by the Board of Practicus Limited and is made pursuant to section 54(1) of the Modern Slavery Act 2015.

A handwritten signature in black ink that reads "David Bardoe-Pout". The signature is written in a cursive, flowing style with a long horizontal line extending to the right.

David Bardoe-Pout  
Finance Director  
For and on behalf of Practicus Limited  
Date: