

Modern Slavery Policy

Company Name:	Ikigai Consulting Group Ltd (the Company) – Trading as Ikigai®
Policy No.	6
Policy Name:	Modern Slavery Policy
Date:	January 2025
Version:	4

1. Ikigai Consulting Group Ltd is committed to eliminating modern slavery, human trafficking, forced labour, and similar human rights abuses.
2. We are committed to ensuring that all our staff and any workers we supply (directly or indirectly) are not subject to behaviour or threats that may amount to modern slavery, human trafficking, forced labour, and similar human rights abuses.
3. Ikigai Consulting Group Ltd provides appropriate training and awareness information for all of its staff.

In particular:

- Our leadership team receive detailed training in identifying and resolving concerns around modern slavery and human trafficking.
 - All of our staff receive awareness-raising information around issues involving modern slavery and human trafficking, so that they can bring any concerns they have to the attention of management.
4. Any staff, workers or other parties are strongly encouraged to report any concerns or suspicions that they might have to Nick Chenery, Managing Director on 0203 854 8800.
 5. Reports surrounding these issues are taken extremely seriously by our senior leadership team Nick Chenery (Managing Director), who are committed to ensuring that all investigations shall be prompt and effective. If our investigations reveal any issues, we are committed to taking appropriate action, including but not limited to:
 - Removing that organisation from our preferred supplier list,
 - Passing details to appropriate law enforcement bodies.
 6. We regularly monitor our risks in this area through the use of relevant key performance indicators, including:
 - The percentage of suppliers who sign up to an appropriate code/provide their own modern slavery statements.
 - The percentage of workers/candidates supplied from audited businesses/our preferred supplier list.
 - The effectiveness of enforcement against suppliers who breach policies.

- The amount of time spent on audits, re-audits, spot checks, and related due diligence.
 - The level of modern slavery training and awareness amongst our staff
7. As part of our efforts in this area, we publish a modern slavery statement on an annual basis.
8. We would also recommend reading this in conjunction with our other policies, including our:
- Corporate social responsibility policy
 - Ethical procurement policy
 - Anti-bribery/corruption policy
 - Whistle-blowing policy

This policy was adopted on 15th December 2024 after being agreed by Nick Chenery (Managing Director). It is reviewed annually.