

Modern Slavery Statement

Company Name:	Ikigai Consulting Group LTD ("the Company") - Trading as Ikigai®
Policy No.	6a.
Policy Name:	Modern Slavery Statement
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This statement is made as part of Ikigai Consulting Group Ltd.'s commitment to eliminating the exploitation of people under the Modern Slavery Act 2015 (the Act). It summarises how Ikigai Consulting Group Ltd operates, the policies and processes in place to minimise the possibility of any problems, any risks we have identified and how we monitor them, and how we train our staff.

This statement is published in accordance with section 54 of the Act and relates to the financial year February 2023 to February 2024. It was approved by the board of directors on 28 July 2024.

Nick Chenery



Managing Director

1 Our Business

Ikigai Consulting Group Ltd is a limited company operating in the recruitment sector. We provide Interim Management, Executive Search, and Management Consulting services in the public, private & third sectors.

Ikigai Consulting Group Ltd is an independent business.

1.1 Who we work with

We work with a range of organisations and businesses across the Public, Private and Third Sectors, either on a direct basis or through a framework which the end client has chosen to use to procure our services. All of the workers we supply are hired directly by other businesses, and we facilitate supplying them to the hiring companies. Some of these workers operate through their own limited companies or umbrella companies.

The hiring companies that we work with are located in the United Kingdom. The work-seekers we supply live in the United Kingdom.

1.2 Other relationships

As part of our business, we also work with the following organisations:

- Sector-specific trade unions
- Vendor frameworks
- Sector-specific industry bodies

2 Our Policies

Ikigai Consulting Group Ltd has a modern slavery policy, which is available [here](#)

In addition, Ikigai Consulting Group Ltd has the following policies which incorporate ethical standards for our staff [and our suppliers].

- Corporate Social Responsibility – to view sustainability report, [click here](#).
- Ethical Procurement Policy – click [here](#)
- Ethical Marketing Policy click [here](#)
- Anti-Bribery/Corruption Policy – click [here](#)
- Whistleblowing Policy to view [here](#)

2.1 Policy development and review

Ikigai Consulting Group Ltd's policies are established by our directors based on advice from HR professionals, industry best practice and legal advice. We review our policies annually or as needed to adapt to changes.

3 Our Processes for Managing Risk

In order to assess the risk of modern slavery, we use the following processes with our suppliers:

- When engaging with suppliers, we ask for evidence of their processes and policies, including commitments around modern slavery, human trafficking, forced labour, human rights, and whistleblowing.
- We conduct audits before entering into a commercial relationship with any business where there is the potential for risk. These audited businesses form the basis of our preferred supplier list.

After due consideration, we have not identified any significant risks of modern slavery, forced labour, or human trafficking in our supply chain. However, we continue to be alert to the potential for problems.

Additionally, we have taken the following steps to minimise the possibility of any problems:

- We reserve the right to conduct spot-checks of the businesses who supply us, in order to investigate any complaints.
- We require the businesses we work with to abide by our code of supplier conduct and address modern slavery concerns in their policies / publish a modern slavery statement.
- We collaborate with our suppliers in order to improve standards and transparency across our supply chain.
- Only senior members of staff who have undergone appropriate training for assessing modern slavery risks in the supply chain are authorised to sign contracts and establish commercial relationships in any area where we have identified the potential for risk.

Our staff are encouraged to bring any concerns they have to the attention of management.

4 Our Performance

As part of monitoring the performance of Ikigai Consulting Group Ltd we track the following general key performance indicators:

- the percentage of suppliers who sign up to an appropriate code / provide their own modern slavery statements
- the percentage of [workers and/or 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

5 Our Training

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.

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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.

Training is refreshed annually.