

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 07 April 2024.

Kalsy Consulting 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

Kalsy Consulting Ltd. and has business operations in the United Kingdom.

We operate in the health, business consultancy, educational sector. The nature of our supply chains is as follows: We work with a number of key direct suppliers, who provide us with services, such as outsourced business processes, IT software and accountancy services.

For more information about the Company, please visit our website: <https://www.kalsyconsulting.co.uk/1/Welcome.html>.

Policies

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

These include the following:

- Safeguarding policy - This policy highlights the potential risks of modern slavery and human trafficking, including how to identify signs of exploitation and how to report concerns.
- Privacy Policy - Describes the nature and purpose of the information collected and retained by Kalsy Consulting Ltd and the limits of confidentiality.

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.

Risk and Compliance

The Company has evaluated 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.

We do not consider that we operate in a high-risk environment because the majority of our supply chain is based in the UK and in low-risk industries, such as internet software and services, health services, education services which have stringent anti-slavery safeguards. .

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 require that supplier to remedy the non-compliance.

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.
- Checking policies about anti-slavery on business websites.

Next Steps

In the next financial year, we intend to take the following steps to tackle slavery and human trafficking by:

- Careful examination of anti-slavery policies held by suppliers and third party businesses.

The statement was approved by the board of directors.



Sharon Kalsy, Director
Kalsy Consulting Ltd.

26/06/2024

Date