

**RJ EMMANUEL LIMITED**  
**MODERN SLAVERY STATEMENT**  
July 2024

**ISSUED BY**  
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**R J EMMANUEL LTD**

CONSULTANCY-COACHING-TRAINING

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## INTRODUCTION

Modern slavery is a dreadful violation of human rights and a criminal affecting millions of people all over the world. It takes many forms, including forced labour, bonded labour, human trafficking, and child labour, and it can occur in any business or sector. As a responsible corporate citizen, we understand the need of taking proactive actions to prevent and eliminate modern slavery within our field of operations. As a responsible corporate organisation, we pledge to take decisive action to avoid and tackle modern slavery in our operations and supply chains. Our modern slavery policy demonstrates our unalterable commitment to ethical business practices, social responsibility, and respect for human rights.

## ORGANISATION STRUCTURE, BUSINESS AND SUPPLY CHAIN

Established in 2010, we specialize in providing project management and leadership consultancy, coaching, and training across multiple disciplines in the public and private sectors, globally. We pride ourselves in delivering high standards of services to all our clients.

Our consultant services include review, advisory, implementation and delivery for appropriate solution to clients aims and objectives. We are best placed to provide an independent objective perspective to achieve overall outcomes. Our project management & leadership consultants and delivery specialist help clients to focus on the below for strategic development and delivery: Project Management Delivery Capability, Leadership & Management, Business Case Development & Strategy, Project & Organisational Processes & Procedures, Business and Project Operational Models, Technology Infrastructure.

We handle our image properly since it is an integral element of our identity, as is our dedication to corporate social responsibility. We believe openness is the most effective method to demonstrate to the public that we are acting ethically as corporate citizens. In that spirit, we have published our annual statement for slavery and human trafficking created in conformity with section 54 of the modern slavery act 2015, in which we describe how slavery and human trafficking can influence our business and the efforts we are doing in the fight against it. This statement is meant to comply with the legal obligation for a slavery and human trafficking statement on behalf of RJ EMMANUEL LIMITED.

We have accepted the responsibility to publish an annual slavery and human trafficking statement. This will allow us to publicise our work to combat slavery and human trafficking while also improving and measuring our success each fiscal year. This past fiscal year, which ended on June, 2024, we took the following critical steps to prevent slavery and human trafficking from occurring within our organisation or supply chain.

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## **SLAVERY AND HUMAN TRAFFIC POLICIES**

Notably, we created a slavery and human trafficking policy strategies based on the following themes:  
Relationships: Improving our supplier engagement process.

Feedback: Establishing grievance processes and outlets for individual workers' feedback.

Knowledge: Enhancing our knowledge base by gathering important data and enhancing product traceability.

Third-party engagement: Creating strategic connections with independent social auditors, unions, and non-governmental organisations (NGOs).

Measurable change: Creating verifiable Key Performance Indicators (KPIs) to track progress.

Supplier collaboration: Encouraging suppliers to work together to combat slavery and human trafficking issues.

Incentivization: Creating systems to incentivize employees and suppliers to discourage slavery and human trafficking and improve labour standards.

Accountability: Creating a framework for organisational accountability that allows for raising issues, making ideas, voicing grievances, and reporting slavery and human trafficking.

## **DUE DILIGENCE PROCEDURES**

We recognise that our greatest exposure to Modern Slavery is in our product supply chains, and we have taken steps over the previous decade to reduce the danger of Modern Slavery. New suppliers require due diligence checks in the form of ethical/compliance audits. Existing suppliers are likewise subject to such audits on a regular basis. These audits evaluate compliance with the Global Sourcing Principles and, among other things, seek to discover Modern Slavery activities. If problems are discovered, appropriate investigative and remedial measures will be implemented.

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## **IDENTIFYING, ASSESSING AND MANAGING RISK**

We aimed to determine the degree of any slavery and human trafficking in our supply networks by:

Conducting internal spot checks

Engaging third-party auditors to perform social audits

Interviewing employees to discuss their working conditions and rights.

Working with our suppliers to create an improvement plan to address both new and previously identified slavery and human trafficking issues.

Implementing an annual review questionnaire for existing suppliers to understand their self-assessment of slavery and human trafficking issues, allowing us to better identify slavery and human trafficking issues as they evolve over time, as well as collect supplier-provided data to track supplier attitudes' improvements.

## **KEY PERFORMANCE INDICATOR**

To assess the success of our modern slavery measures, we will review the following key performance metrics.

Staff training levels

Number of slavery incident reported in the supply chain

## **TRAINING AVAILABLE TO STAFF**

A key part of our slavery and human trafficking strategy is to promote cultural change through training. This last financial year we

Delivered online course modules on modern slavery to all staff.

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