

This statement has been published in accordance with the Modern Slavery Act 2015. It sets out the measures taken by Redrock Consulting Ltd during the year ending 31<sup>st</sup> December 2022 in order to prevent modern slavery and human trafficking in its business and to provide transparency in its supply chains.

### **Modern Slavery**

Modern slavery is an international crime, affecting an estimated 29.8 million people around the world. It is a growing global issue that transcends age, gender and ethnicities. It includes victims who have been brought from overseas and vulnerable people in the UK, who are forced to illegally work against their will or are subjected to work conditions and remuneration that fall below acceptable standards.

### **Our Business**

Redrock provides Customers with IT, Digital and Business Change Recruitment services, Professional Consulting services and Digital software solutions across multiple industry sectors. Our policy is one of zero-tolerance on violations of anti-human trafficking and anti-modern slavery laws. We will not support or conduct business with organisations involved in slavery, human trafficking, forced or child labour. Our values of Excellence, Agility, Respect, and Responsibility underpin our culture and how we do business. They are embedded throughout our business and set the parameters for how we expect people to behave with their colleagues, clients and the world at large. We seek to treat everyone fairly and consistently, creating a workplace and business environment that is open, transparent and trusted.

### **Our Supply Chain**

Redrock operates a responsible procurement policy that is governed by our accredited quality process. This reflects our commitment to our suppliers' ethical supply chain(s) and is reviewed by the Leadership Team annually and the policy is amended accordingly.

Redrock partners with many suppliers to support its principal of genuine impartiality in the provision of its services. We have mapped this supply chain by the services we engage and the location of the headquarters of each partner. Analysis has shown that our supply chain to be low risk with less than 1% headquartered in regions of the world where labour laws fall below contemporary British standards. Furthermore, our robust recruitment processes are in line with UK employment laws, including: 'right to work' document checks and contracts of employment that where necessary include verification that worker receives market related pay and reward. Consequently, all Redrock employees and sub-contractors have the necessary documentation to legally work in the UK and are remunerated appropriately.

### **Our Policies and Procedures**

RedRock is committed to complying with its obligations under the Modern Slavery Act 2015 and other relevant legislation relating to the prevention and detection of modern slavery and human trafficking. RedRock is further committed to ensuring that effective controls are in place to ensure that modern slavery or human trafficking is not taking place anywhere in its business or its supply chains. Within RedRock, we are committed to ensuring transparency of our approach to tackle modern slavery and upholding human rights within its supply chain by expecting and requesting that the supply chain meets the same standards.

RedRock has policies in place including our anti-bribery and corruption policy, CSR policy and our code of conduct within our employee handbook.

RedRock's approach to modern slavery and human trafficking is governed by the board of directors who provide top down leadership in combatting all risks of modern slavery in

our business.

### **Due Diligence**

Redrock operates a responsible procurement policy that is governed by our accredited quality process.

As part of internal due diligence practices, we have measures in place to ensure there is no modern slavery within RedRock's internal workforce. Before onboarding a new employee, we require evidence of right to work in the UK. Furthermore, our robust recruitment processes are in line with UK employment laws, including: 'right to work' document checks and contracts of employment that where necessary include verification that worker receives market related pay and reward. We do not offer any zero-hour contracts.

### **Assessing and Managing risks in our supply chain**

We are dedicated to mitigating modern slavery risks at all stages of our supply chain.

Our onboarding process for suppliers is designed to ensure that suppliers can deliver high-quality service to our clients and also meet high standards regarding human rights.

Following the publication of the Modern Slavery Act 2015, we conduct an annual mapping exercise to locate suppliers in countries at higher risk of forced labour using Transparency International's Corruption Perceptions Index. Analysis has shown that our supply chain to be low risk with less than 1% headquartered in regions of the world where labour laws fall below contemporary British standards.

### **Assessing our effectiveness**

RedRock has identified key performance indicators and controls to combat modern slavery and human trafficking in our organisation and supply chain, covering the number of employees who have completed the mandatory training and the finding from our supplier assessments.

### **Our Staff**

All staff receive training in our ethics policy as a part of their induction and annual review. This includes highlighting the [www.modernslavery.co.uk](http://www.modernslavery.co.uk) and [www.antislavery.org](http://www.antislavery.org) websites to our staff. We want to help our people to understand more about this issue and there are clear guidelines on how to report any suspicions they may have that human trafficking, forced labour, or debt bondage may exist.

### **Our Commitment**

We understand that Modern Slavery risk is something we must continue to assess, and we will continue to introduce rigor to our processes as and when required. This statement was approved by the board of Redrock Consulting Ltd



Ben Curnock  
Managing Director – September 2023