

Modern Slavery and Human Trafficking Policy

1. STATEMENT OF COMMITMENT

FBRH Consultants Ltd is committed to preventing modern slavery and human trafficking in all aspects of its business operations and supply chains.

We recognise our responsibility to uphold human rights and act ethically and with integrity in all business dealings. We take a zero-tolerance approach to modern slavery, including forced labour, servitude, and human trafficking.

This policy is aligned with the requirements and principles of the Modern Slavery Act 2015.

2. SCOPE

This policy applies to:

- Employees and directors
- Contractors, associates, and trainers
- Suppliers and service providers
- Any third parties engaged by FBRH Consultants Ltd

It covers all business activities, including:

- Delivery of training and consulting services
- Use of third-party venues and facilities
- Engagement of independent associates
- Procurement of services and digital platforms

3. OUR BUSINESS AND RISK PROFILE

FBRH Consultants Ltd is a professional services firm providing sustainability training, consulting, and assurance services.

Given the nature of our operations:

- We do not operate in high-risk sectors typically associated with modern slavery (e.g. manufacturing, agriculture, construction)
- Our workforce primarily consists of skilled professionals and independent associates
- Our supply chain is limited and largely service-based

However, we recognise that risks may still arise indirectly through:

- Third-party suppliers
- Venue providers
- Digital service providers
- International engagements

4. OUR APPROACH

4.1 Ethical Standards

We are committed to:

- Acting with integrity and transparency in all business relationships
- Not knowingly engaging with any organisation involved in modern slavery
- Promoting respect for human rights

4.2 Due Diligence

We apply proportionate due diligence when engaging:

- Associates and contractors
- Suppliers and service providers
- Third-party venues (e.g. training facilities such as the London School of Economics or similar institutions)

This may include:

- Assessing reputation and credibility
- Working with established and reputable organisations
- Avoiding high-risk arrangements where concerns are identified

4.3 Associates and Independent Professionals

FBRH Consultants Ltd engages experienced, independent professionals who:

- Operate on a self-employed or contractual basis
- Are responsible for their own working arrangements

We expect all associates to:

- Operate in compliance with applicable laws
- Uphold ethical standards consistent with this policy
- Avoid any involvement in modern slavery practices

4.4 Supply Chain Expectations

We expect all suppliers and partners to:

- Comply with applicable laws relating to modern slavery
- Operate ethically and transparently
- Take appropriate steps to ensure modern slavery is not present in their operations

4.5 Training and Awareness

Given the low-risk profile of our operations:

- Formal training is not mandatory for all personnel
 - Awareness is promoted through policies and professional standards
- Where appropriate, this topic may also be addressed within our sustainability-related training activities.

4.6 Reporting Concerns

Any concerns regarding modern slavery or unethical practices should be reported to the Managing Director. All reports will be taken seriously and handled appropriately.

5. RESPONSIBILITY AND GOVERNANCE

The Managing Director (Simon Pitsillides) has overall responsibility for:

- Ensuring this policy is implemented and maintained
- Monitoring risks related to modern slavery
- Taking appropriate action where concerns arise

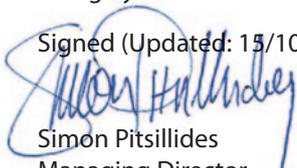
6. MONITORING AND REVIEW

- This policy will be reviewed annually or when significant changes occur
- Our approach will evolve in line with business growth, regulatory expectations, and best practice

7. COMMITMENT

FBRH Consultants Ltd is committed to maintaining a business environment that is free from modern slavery and human trafficking, and to contributing positively to broader efforts to uphold human rights.

Signed (Updated: 15/10/2025):



Simon Pitsillides
Managing Director
FBRH Consultants Ltd