

Modern Slavery Statement for ESG PRO Limited

Financial Year Ending: 31.03.2025

Introduction

This statement is made in the spirit of transparency and accountability, even though ESG PRO Limited is not legally obligated under Section 54 of the UK Modern Slavery Act 2015 to publish an annual modern slavery statement. As a small consultancy with a low-risk supply chain, we voluntarily release this statement to demonstrate our commitment to ethical business practices and to support the eradication of modern slavery.

Our Business

ESG PRO Limited is a UK-based consultancy focused on sustainability and ESG compliance. Operating remotely with no physical office and minimal direct suppliers, our primary procurements are software licenses. Despite our low-risk operations, we remain committed to identifying and mitigating any potential risks of modern slavery in our business and supply chains.

Our Policies

Our proactive approach to combating modern slavery is underpinned by the following policies:

1. Anti-slavery Policy:

- Establishes our zero-tolerance stance towards modern slavery and human trafficking.
- Requires suppliers, contractors, and business partners to adhere to the same high standards and implement anti-slavery provisions in their own supply chains.

2. Human Rights Policy:

- Promotes equality, fair labour practices, and safeguarding workers' rights.
- Includes grievance mechanisms accessible to all stakeholders, ensuring concerns can be raised safely and transparently.

Risk Assessment and Due Diligence

We have implemented robust procedures to identify and address modern slavery risks, including:

- Mapping supply chains based on risk factors such as geography, industry type, and nature of services.
- Using global tools such as the Global Slavery Index to identify high-risk regions and activities.
- Requiring suppliers to confirm compliance with anti-slavery standards through questionnaires and contractual obligations.

Suppliers must meet the following criteria:

- Prohibit forced or bonded labour, recruitment fees, and withholding of workers' documents or wages.
- Disclose health and safety standards, labour relations, and employee contracts.
- Provide fair employment conditions and contracts with reasonable notice periods.

KPIs and Monitoring

Although not required by law, ESG PRO Limited monitors the effectiveness of its efforts through Key Performance Indicators (KPIs), including:

1. Training:

- Target: 100% of employees and contractors trained on modern slavery awareness annually.

2. Supplier Risk Assessments:

- Target: 80% of high-risk suppliers assessed for compliance annually.

3. Grievance Mechanisms:

- Tracking the number of grievances raised and resolved related to modern slavery.

4. Corrective Actions:

- Target: Full implementation of corrective action plans (CAPs) for any identified risks.

5. Annual Reporting:

- Publishing voluntary modern slavery statements and updates on progress against KPIs.

Training and Awareness

All employees and contractors are trained on modern slavery risks and reporting mechanisms as part of onboarding, with annual refreshers. Suppliers are also encouraged to participate in training initiatives to improve their understanding of modern slavery compliance.

Collaboration and Remediation

Where modern slavery concerns arise, ESG PRO Limited prioritises collaboration with suppliers to address risks effectively. Our approach includes:

- Developing Corrective Action Plans (CAPs) in partnership with suppliers.
- Ensuring the safety and support of affected individuals.
- Terminating relationships with suppliers who fail to take adequate corrective action.

Plans for the Next 12 Months

In the coming year, ESG PRO Limited aims to:

- Expand supplier assessments to cover 100% of high-risk suppliers.
- Enhance awareness of grievance mechanisms among all stakeholders, including supply chain workers.
- Collaborate with external organisations to strengthen monitoring processes.
- Regularly review and update our policies to align with evolving risks and best practices.

Approval

This statement was approved by the Board of Directors on 31.03.2025. It will be reviewed annually to ensure our efforts remain effective and aligned with our ethical commitments.

Signed by:



Humperdinck Jackman
CEO





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