

Modern Slavery and Human Trafficking Policy

Introduction

ProMatch Consultancy Limited is dedicated to conducting all business dealings and relationships ethically and with integrity.

ProMatch Consultancy Limited maintains a zero-tolerance stance on modern slavery and human trafficking, implementing and enforcing effective systems and controls to ensure these practices do not occur within its business or supply chain, consistent with its obligations under the Modern Slavery Act 2015.

ProMatch Consultancy Limited accepts that it has a responsibility through due diligence processes to ensure the safeguarding of its staff and any workers it supplies, whether directly or indirectly, from behaviours or threats that could constitute modern slavery, human trafficking, forced labour, or other human rights abuses.

Scope

This policy applies to all individuals working for ProMatch Consultancy Limited or on its behalf in any capacity, including directors, employees, workers, contractors, partners and suppliers.

Responsibility

- Responsibility for the implementation of this policy lies with the Managing Director of ProMatch Consultancy Limited.
- The Managing Director is responsible for overseeing the use and effectiveness of this policy and conducting audits of internal control systems and procedures to ensure they effectively prevent or address risks of modern slavery and human trafficking.
- The Managing Director is also responsible for investigating any allegations of modern slavery within the business or its supply chain.
- Every individual working for the Company or under its control shares the responsibility to prevent, detect, and report modern slavery or hidden labour exploitation within the business or its supply chain.

Training & Communication

ProMatch Consultancy Limited ensures that all staff receive appropriate training and awareness resources. Specifically:

- The leadership team undergoes comprehensive training to identify and address concerns related to modern slavery and human trafficking.
- All staff participate in regular training sessions to equip them with the knowledge to recognize exploitation and modern slavery, as well as the process for reporting concerns.
- All workers are provided with clear information to help them identify signs of modern slavery or hidden labour exploitation, along with guidance on how to report any concerns or suspicions.
- The Company's policy and zero tolerance approach to modern slavery is communicated to all suppliers, contractors and other business partners when entering into new or renewed contracts.

Reporting Concerns or Suspicions

If you believe or suspect that a breach of this policy has occurred or may occur, you must notify the Managing Director immediately.

Reports regarding these issues are taken extremely seriously by the Managing Director, who is committed to ensuring that all investigations are conducted promptly and effectively. Should investigations reveal any issues, we are committed to taking appropriate actions.

If you are uncertain whether a specific act, the treatment of workers, or their working conditions constitute any form of modern slavery, please discuss it with the Managing Director or contact the government's Modern Slavery Helpline at 0800 0121 700. The Company is committed to fostering openness and will support anyone who raises genuine concerns in good faith under this policy, even if they are mistaken.

We are also committed to ensuring that no one suffers detrimental treatment or victimisation as a result of reporting, in good faith, their suspicion that modern slavery is or may be occurring within any part of our operations.

Monitoring and Compliance

We regularly monitor our risks in this area through the use of key performance indicators, including:

- The percentage of suppliers who provide their own modern slavery statements,
- The effectiveness of enforcement against suppliers who breach policies,
- The level of modern slavery training and awareness amongst our staff.

Breach of Policy

Any employee who violates this policy will be subject to disciplinary action, which may include summary dismissal for gross misconduct.

In cases where suppliers, contractors, or partners are found to have breached this policy or to have been involved in modern slavery, ProMatch Consultancy Limited reserves the right to terminate any agreement or business relationship.

This policy was adopted on 3rd March 2025 after being agreed by the Director and will be reviewed annually.

Signed on behalf of ProMatch Consultancy Limited:

Claire Cookson

Claire Cookson
Managing Director

Last Review Date: 03/03/2025
Next Review Date: 03/03/2026