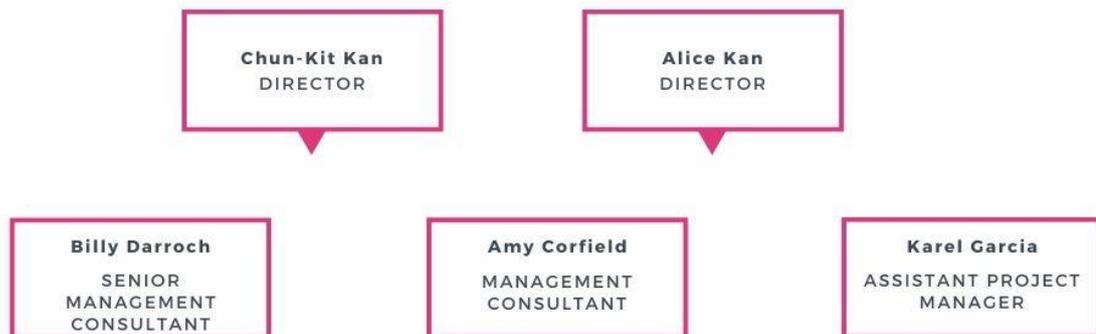


MODERN SLAVERY STATEMENT

Organisation

This statement applies to Kan Do Ventures (referred to in this statement as ‘the organisation’). The information included in the statement refers to the financial year 2020/2021.

Organisational structure



Kan Do Ventures offices are registered at 3 Piccadilly Place, Manchester, M1 3BN. The organisation does not own or operate from a fixed office and utilises a co-working space. The organisation works with many clients, both in person at a client office or remotely.

The organisation is a management consultancy, providing a variety of consultancy services to different clients, including project management, business improvement and other consultancy services. These services are provided both in person on client premises, or remotely as required. Demand for these services is consistent throughout the year and therefore not seasonal.

The labour supplied to the organisation in order to deliver the services is carried out in the United Kingdom. The organisation works out of a co-working space in Manchester, but employees usually work from home or at client locations.

Definitions

The organisation considers that modern slavery encompasses:

- human trafficking
- forced work, through mental or physical threat
- being owned or controlled by an employer through mental or physical abuse of the threat of abuse
- being dehumanised, treated as a commodity or being bought or sold as property
- being physically constrained or to have restriction placed on freedom of movement.

Commitment

The organisation acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions set out in the Modern Slavery Act 2015. The organisation understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

The organisation does not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to the organisation in order to provide its services is obtained by means of slavery or human trafficking. The organisation strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in the United Kingdom, and in most cases significantly exceeds those minimums in relation to its employees.

Supply chains

To fulfil its activities, the main supply chains of the organisation include those related to management consultancy services to businesses within the United Kingdom. The organisation's first-tier suppliers can be small businesses and may have further contractual relationships with other suppliers.

Potential exposure

The organisation considers its main exposure to the risk of slavery and human trafficking to exist with recruitment of new employees or subcontractors, however this is minimal as either recruitment agencies are used, or existing relationships with potential employees.

In general, the organisation considers its exposure to slavery / human trafficking to be limited. Nonetheless, it has taken steps to ensure that such practices do not take place in its business nor the business of any organisation that supplies goods and / or services to it.

Impact of COVID-19

During the reporting period covered by this statement, the COVID-19 pandemic had taken hold. For several months, the UK was placed into lockdown to stem the spread of COVID-19. This created several challenges for the organisation, as it did for others across the nation.

The organisation welcomes the UK Government's decision, as confirmed in April 2020, to allow for a delay of up to 6 months in the publication of modern slavery statements without the risk of facing penalty. Despite the permitted, delay, the organisation remains in a position to publish its statement for the financial year 2019/2020 in line with the original publishing requirements.

The organisation concludes that the COVID-19 pandemic did not adjust the risk of modern slavery to a level above that which existed before the pandemic, which is as set out under 'Potential exposure' above.

During the pandemic, the organisation's employees still had access to the grievance procedure to raise any concerns that they may have had.

In line with emergency legislation passed by the Government, employees have been paid Statutory Sick Pay during periods of self-isolation where it has not been possible to agree a temporary period of homeworking. The organisation took the decision from the outset of the pandemic to ensure that any employee / subcontractor who was required to self-isolate in accordance with public health guidelines continued to receive full pay during their absence.

The organisation's modern slavery risks were subject to the same monitoring procedures during the pandemic as at all other times.

Steps

The organisation carries out due diligence processes in relation to ensuring slavery and / or human trafficking does not take place in its organisation or supply chains, including conducting a review of the controls of its suppliers.

The organisation has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.

In accordance with section 54(4) of the Modern Slavery Act 2015, the organisation has taken the following steps to ensure that modern slavery is not taking place:

- Reviewing supplier contracts to include termination powers if the supplier is, or is suspected, to be involved in modern slavery
- Measures in place to identify and assess the potential risks in its supply chains
- Undertaking impact assessments of its services upon potential instances of slavery
- All staff trained on recognising and preventing Modern Slavery with an online module from Skillscast

Key performance indicators

The Organisation has set the following key performance indicators to measure its effectiveness in ensuring modern slavery is not taking place in the Organisation or its supply chains.

- All contractors considered for any opportunities confirm their adherence to Modern Day Slavery Act (2015)
- Employees made aware of Modern-Day Slavery Act 2015 and training provided as identified
- Employees made aware of the whistleblowing policy and process

Policies

The Organisation has the following policies which further define its stance on modern slavery:

- Modern slavery policy
- Social value policy
- Whistle-blowing policy

Slavery Compliance Officer

The Organisation has a Slavery Compliance Officer, to whom all concerns regarding modern slavery should be addressed, and who will then undertake relevant action in line with the organisation's obligations.

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2015 and will be reviewed for each financial year.

Print name: Chun-Kit Kan

Job Title: Managing Director

Date: 1st October 2021