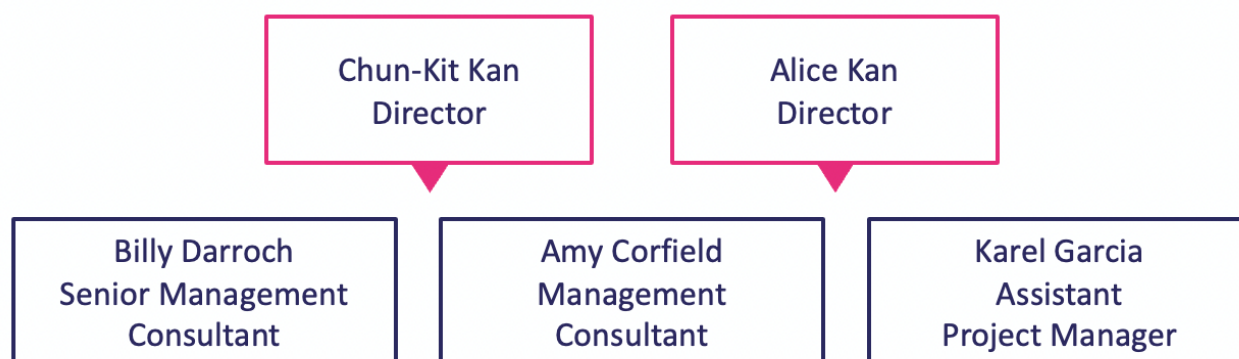


## Organisation

### Organisation

This statement applies to Kan Do Ventures. The information included in the statement refers to the financial year 2023 – 24.

### Organisational structure



One of our core values is putting our people first, and this extends to our supply chain.

We are registered at Westminster House, 10 Westminster Road, Macclesfield, Cheshire, SK10 1BX. We do not own or operate from a fixed office but use a mix of shared workspaces, client location(s) and remote working.

We provide professional consultancy services in three main sectors:

- Project management services
- Process and business improvement
- Small and medium sized enterprise (SMEs) business support

None of the work undertaken by us is seasonal, but does follow the trends of funding cycles within the industries we operate in e.g. The Rail Sector operates in 5 year funding cycles.

All people working directly or indirectly for Kan Do Ventures work entirely within the UK. The labour supplied to the Organisation in pursuance of its operation is currently carried out wholly within the United Kingdom. We are currently working internationally, however the works are being carried out by our existing UK personnel.

### Definitions

We consider 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**

We acknowledge our responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. We understand that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

We will 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 us in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. We adhere to the minimum standards required in relation to responsibilities under relevant employment legislation in the United Kingdom.

**Supply chains**

To fulfil its activities, our supply chains include those related to provision of professional services.

**Potential exposure**

We consider our main exposure to the risk of slavery and human trafficking to exist within the supply chain. We use local suppliers as much possible in line with the Social Value Policy.

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

**Impact of COVID-19**

During the COVID-19 pandemic there were many challenges for us, as for others across the nation.

We believe that COVID-19 did not adjust the risk of modern slavery to a level above that which existed before the pandemic. During the pandemic, our 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. We took the decision from the outset of the pandemic to ensure that all of the workforce who were required to self-isolate in accordance with public health guidelines continued to receive full pay during their absence.

Our modern slavery risks were subject to the same monitoring procedures during the pandemic as at all other times.

### **Steps**

We carry 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.

We have not, to our 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, We have taken the following steps to ensure that modern slavery is not taking place:

- reviewing supplier contracts to include termination powers in the event that 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
- creating action plans to address risk to modern slavery
- No specific actions have been taken to embed a zero-tolerance policy towards modern slavery – however this will be discussed and added to the action plan.
- We have provided all members of the team with modern slavery training.

### **Key performance indicators**

We have not set any key performance indicators to measure our effectiveness in ensuring modern slavery is not taking place in the business or our supply chains. This will be discussed by the company board as the risk is low and therefore may not be relevant our business in its current size. This may change as the company grows.

### **Policies**

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

- KDV-007 Human Rights & Fair Labour Policy
- KDV-009 Social Value Policy

### **Slavery Compliance Officer**

We have a Slavery Compliance Officer, to whom all concerns regarding modern slavery should be addressed, and who will then undertake relevant action with regard to 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.

Date of approval:

Signed:

A handwritten signature in black ink that reads 'Chun-Kit Kan'.

Print name: Chun-Kit Kan

Job Title: Company Director

Date: 08/09/2023