



## Modern Slavery and Human Trafficking Statement

This statement sets out the approach NOV8 Consulting has taken to date throughout the next financial year with the aim of ensuring that modern slavery or human trafficking is not taking place within our business or within our supply chain.

### Business and supply chain

All our consultants rely upon this statement, to identify, prevent, and address modern slavery risks in accordance with the Modern Slavery Act 2015 and other applicable legislation. This policy applies to all our suppliers, contractors, and other third parties who provide goods or services to NOV8 Consulting.

### Policies in relation to slavery and human trafficking

NOV8 Consulting is committed to help eradicate modern slavery, through the following measures:

- NOV8 Business Strategy
- NOV8 Consulting Code of Ethics & Quality Policy
- Management systems ISO 9001:2015 and ISO14001:2015
- Acting ethically and with integrity in all our business dealings
- Implementing effective systems and controls to identify and address modern slavery risks

- Cooperating fully with authorities in the investigation and prosecution of modern slavery offences
- Strategic Partners to be encouraged to pursue Ethical Employment certification as an add-on to Common Assessment Standard (CAS) prequalification.

### Identification of risks, together with steps taken to prevent and manage those risks, and due diligence processes in relation to slavery and human trafficking in business and supply chains

As a professional services consulting firm, our modern slavery risk in our operations is relatively low, however our consultants will conduct regular assessments of our supply chain to identify and prioritise areas of modern slavery risk, particularly where services are procured from industries with higher risk profiles, such as facilities management, IT hardware, catering, and recruitment.

To identify and mitigate the risks of slavery and human trafficking, we make informed decisions regarding procurement and management of labour, goods and services in our business and supply chains utilising:

- Reviewing and vetting new and existing suppliers through pre-qualification questionnaires

- Including anti-slavery and human trafficking provisions in supplier contracts where appropriate
- Requesting that key suppliers provide evidence of their own anti-slavery policies and controls
- Monitoring supplier compliance on an ongoing basis

### **Training and capacity building**

NOV8 Consulting will provide appropriate training to all our staff to help us recognise the signs of modern slavery and understand our reporting obligations. Training will form part of staff induction programmes and will be refreshed periodically.

Training of Modern Slavery includes the following:

- Signs of physical abuse, malnourishment, or neglect
- Appearing fearful, submissive, or unwilling to speak freely
- Not being in control of their own identity documents
- Living in substandard or overcrowded conditions provided by an employer
- Working excessively long hours for little or no pay
- Not knowing their own address or appearing disoriented about their location

### **Reporting**

Improved visibility in supplier's information from self-assessment pre-qualification questionnaires and audit information allows us to analyse our business trends ensuring compliance with the Modern Slavery Act 2015.

Any of our staff or consultants who suspect modern slavery or human trafficking, should report their concerns immediately to a line manager or the Managing Director. Reports can also be made externally to the Modern Slavery Helpline (0800 0121 700) or to the National Crime Agency.

### **About this statement**

This statement is made pursuant of section 54(1) of the Modern Slavery Act 2015 and constitutes NOV8 Consulting's slavery and human trafficking statement for the following financial year.

**For and behalf of the NOV8 Consulting Executive Board**



**Neil Porter**  
Managing Director  
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