

Last updated and approved - May 2024

**MODERN SLAVERY AND HUMAN
TRAFFICKING ACT STATEMENT**
MAY 2024

Introduction

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. Cadmus International UK Limited and its overseas subsidiaries (“Cadmus”) have a zero tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

Organisational structure and business

The Cadmus Group is a strategic and technical consultancy compelled to help solve the world’s most challenging problems. We assemble outstanding teams of leading experts with an ethos grounded in collaboration and a drive for impact, who work seamlessly across disciplines and leverage transformative technologies to help our clients achieve extraordinary outcomes. Together, we are strengthening society and the natural world. Cadmus’ more than 1,000 consultants serve government, commercial, and nongovernmental organizations around the world.

Cadmus’ International Development Division (IDD) is a leading provider of analytic and economic consultancy services worldwide. We currently work in more than 50 countries leveraging our global presence in the United States, United Kingdom, and Germany. From improved transparency and deeper stakeholder engagement to more effective policies and more resilient businesses, we deliver results that positively impact economic growth, human development, poverty reduction, and the natural world. IDD focuses on a range of economic, governance, and environmental development subject matter areas including Finance & Trade; Economic Policy & Governance; Private Sector Development; Digital Transformation; Women’s Economic Empowerment; Climate, Resilience and Energy; and Monitoring & Evaluation.

Cadmus’ UK subsidiary is an integral part of our International Development Division and provides a range of services to FCDO and other UK, multilateral and bilateral donors.

Supplier adherence to our values

Our supply chain consists of vendors, suppliers, subcontractors, grantees, and consultants located in the US, UK and elsewhere. Cadmus will only engage with partners, suppliers and business partners who conduct their businesses in a lawful and ethical manner, which includes the adoption of business practices that prevent or eliminate modern slavery and human trafficking. We ask all of our contractors, vendors, suppliers, and subcontractors to comply with Cadmus’s ethical and compliance standards as described in Cadmus’ Code of Business Conduct.

Our policies

We are committed to no modern slavery or human trafficking in our supply chains or in any part of our business.

In light of the obligation to report on measures to see that all parts of our business and supply chain are slavery free, we have reviewed our workplace policies and procedures to assess their effectiveness in identifying and tackling modern slavery issues. Cadmus operates under

a number of internal policies to monitor that we are conducting business in an ethical, compliant, and transparent manner. These include:

1. **Anti-Modern Slavery Policy.** This policy sets out the organisation's stance on modern slavery and explains how employees can identify any instances of this and where they can go for help.
2. **Safeguarding Policy.** This policy sets out the expected standards of behaviour of employees, contractors and suppliers towards children, adults at risk and programme partners. It serves to also protect employees and associates, as well as the reputation of Cadmus and its partners.
3. **Anti-Bribery Policy.** This policy helps employees, contractors and suppliers to understand their obligations under the UK Bribery Act 2010 and represents Cadmus's commitment to conduct operations ethically and in compliance with applicable laws and regulations in the jurisdictions in which we operate.
4. **Anti-Fraud and Corruption Policy.** This policy sets out Cadmus's zero-tolerance stance on fraud and corruption and its approach to preventing, detecting, reporting and investigating fraud and corruption.
5. **Recruitment Policy.** We operate a robust recruitment policy, including conducting eligibility to work in the UK checks for all employees, contractors and suppliers to safeguard against human trafficking or individuals being forced to work against their will.
6. **Supply Chain Management Policy.** This policy explains how Cadmus works with its sub-contractors, suppliers and partners and how we assess, monitor and support their technical, operational and ethical compliance.
7. **Whistleblowing Policy.** We want all employees, contractors and suppliers to know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals. We maintain an Ethics Hotline to help implement our policy.
8. **Code of Business Conduct.** This code explains the manner in which we behave as an organisation and how we expect our employees, contractors and suppliers to act.

All employees and contractors are required to sign an agreement that they will adhere to Cadmus' Code of Business Conduct.

All of these policies are available and provided to our employees and contractors.

Training and awareness

UK Staff and programme teams are trained on Cadmus' Anti-Modern Slavery Policy annually.

Cadmus, in its commitment to maintaining high standards of workplace integrity, has instituted a global hotline to give employees a way to anonymously report conduct that may be unethical, illegal, in violation of professional standards, or otherwise inconsistent with the Code of Business Conduct.

Staff are trained on how to use the global hotline and the hotline is staffed 24 hours a day, 365 days a year enabling the reporting of any complaints and concerns.

Employees, contractors and suppliers can also report any unethical behaviour through their contract supervisor, line manager, or Chief of Party/Team Leader.

We also ensure that all employees, contractors and suppliers are aware of the www.modernslaveryhelpline.org webpage.

Due diligence

Cadmus exercises due diligence in all aspects of its work. Cadmus considers the nature and business practices of every party it engages with to ensure that vulnerable workers are not being trafficked or enslaved in filling positions of low or unskilled labour along the supply chain.

Cadmus has developed a comprehensive suite of due diligence questionnaires that all subcontractors are required to complete. These questionnaires play a key role in our management and prevention of risks of modern slavery and human trafficking, and are tailored to ensure the assessment is proportionate to potential risk.

Cadmus always promptly investigates and responds to any allegation or reports of potential violations of human rights.

Risk mitigation

In addition to implementing our due diligence procedures, Cadmus' internal policies allow us to identify, monitor and mitigate risk. Cadmus has a culture of openness and accountability to ensure the delivery of these policies and that staff reports any potential violations. In order to ensure their effectiveness in preventing and detecting potential modern slavery throughout our supply chain, our internal policies and procedures are reviewed and updated regularly.

Effectiveness in combating slavery

Cadmus' existing Key Performance Indicators (KPIs) reduce and mitigate the risk of modern slavery.

These KPIs include:

- Reporting of any credible information about suspected trafficking to Contracting Officers, the Office of the Inspector General and law enforcement agencies.
- Ensuring that all employees agree to comply with Cadmus's Anti-Modern Slavery Policy and other related policies as set out above, and receive appropriate training on their implementation; and
- Ensuring that the Anti-Modern Slavery Policy and other policy documents are reviewed regularly and kept up to date;
- Continuing to strengthen our Anti-Modern Slavery and Human Tracking programme in line with the UK Government Modern Slavery Assessment Tool recommendations.

During the year, Cadmus will continue to review progress against these KPIs and develop additional, appropriate KPIs to measure our progress in this domain.

Approval of this statement

This statement is made pursuant of section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending December 2023.

Katja Silva-Leander
Managing Director, Cadmus International UK Limited