

## **Crowberry Consulting Modern Slavery Statement**

Modern Slavery is a serious and increasingly apparent global issue. Modern slavery includes:

- human trafficking,
- slavery, including gang or ringmaster slavery,
- servitude,
- forced and compulsory labour,
- bonded labour,
- child labour,
- involuntary prison labour.

Despite falling beneath the legal requirements of the [Modern Slavery Act 2015](#) (the “Act”), we at Crowberry Consulting believe that it is our duty as an Ethical Consultancy enterprise to address our stance on such a cruel issue.

No form of modern slavery is acceptable in our operations. No one should be forced to work against their will. No one should be deprived of their identity papers. No one should have no control over their finances and income. Yet, an estimated 42 million people worldwide are a modern slave. That is the combined population of London, New York City, and Tokyo. The sad fact of the matter is that we all, most likely, encounter a component, product or service which has been touched by a modern slave.

### **About Crowberry Consulting Ltd**

Crowberry Consulting provides energy, environmental and ethical solutions to its customers, in the form of consultancy, training, and auditing, this includes Ethical Auditing. Our approach is to work with integrity, inspiration and provide intelligent solutions to clients.

Tackling this issue requires a lot of collaboration and at Crowberry Consulting, we aim for the highest standards of transparency, fairness and respect for Human Rights in all we do – whether we are dealing with customers, employees or suppliers.

### **Fighting Modern Slavery as a Company**

As a provider of professional services, the risk of modern slavery taking place in our own operations is very low. We want to ensure that modern slavery is not taking place in our own business or within our supply chain. As an Environmental and Ethical Consultancy Business, we aim to practice what we preach. We respect the right to equal opportunity; freedom of association and collective bargaining and we aim to only work with companies who respect these values. As a Women Owned business, equal opportunity is at the forefront of our business, and as a micro small-medium enterprise, we keep records and ensure that every employee, intern, and apprentice has the right to work in the UK and that they are safeguarded against any abuse or coercion. Nevertheless, as a Consultancy business, specialising in Ethical Law, it is important for our staff to have sufficient knowledge surrounding modern slavery. However, we understand that more is required to ensure that modern slavery is eradicated across the world; and the first step to this is being able to identify all of the signs, across all of our suppliers and customer base, as there is no industry which we service which is without the risk of modern slavery.

We are currently in the process of implementing an annual training course for our staff to undertake. This will allow our team to identify the signs of modern slavery across all sectors so that we are able to report any suspicious findings, and we will continually improve upon staff training and awareness in relation to all elements of Modern Slavery and Human Trafficking. This will ensure that staff members can understand, recognise, highlight and report the risks and can identify any situations that may be in breach of the “Act”.

### **Supply Chain Due Diligence**

Under the [Modern Slavery Act \(Transparency in Supply Chains\) Regulations 2015](#), we understand that ensuring compliance within our supply chain is just as important as ensuring compliance within our business. This includes both suppliers, as well as third-party suppliers. We expect the high standards we set ourselves to flow through our supply chain, and so we dedicate a lot of time selecting, vetting and working with suppliers to ensure they aim for these high standards. As a part of our ISO9001 we hold an Approved Contractors List. We undertake comprehensive due diligence on the following non-exhaustive list:

- Suppliers
- Contractors
- Consultants
- Professional Services Companies

In order to go through this process of due diligence through our supply chain, we release a questionnaire which includes Human Rights questions to potential suppliers to ensure they are ethically compliant, as well as annual credit checks.

Although this vetting process is enough for us as a micro-business, at Crowberry Consulting we believe that we can go further to ensure our suppliers and contractors are compliant with the “Act” and are working against Modern Slavery in all its form. Within this questionnaire, we are starting to include a section on Modern Slavery to ask the question to potential suppliers and contractors whether they are working towards ending Modern Slavery, both within their business and their supply chains.

Even if our suppliers do not have any procedures or policies against Modern Slavery, we believe that it is our duty to raise this fundamental concern with them, as this not only raises awareness, but it is also the first step to being conscious on this subject in future dealings.

Crowberry Consulting recognise that the commitments outlined in this statement are ongoing, and we shall continue to work to ensure our consultancy business maintains the highest ethical standards as enshrined within our own policies, procedures and by the Modern Slavery Act.

Signed: .....

Date: 17/09/2019

Rebecca Toal, Managing Director.