

Modern Slavery Statement

Introduction

Modern Democracy is committed to upholding the fundamental rights and freedoms of each individual. We oppose forms of modern slavery, forced labour, and human trafficking within our business operations and supply chains.

This Modern Slavery Statement outlines the actions we take to prevent, detect, and address risks of modern slavery. It has been prepared in line with the requirements of the UK Modern Slavery Act 2015.

Company's Structure and business

The company is built on the Values of:

- Transparency – Being open in our dealings with colleagues' clients and wider stakeholders.
- Honesty – Acting truthfully, candidly and sincerely.
- Integrity - Honouring commitments, even if it takes extra effort
- Respect- Creating an inclusive and supportive environment where individuals can be themselves
- Co-operation – Working collaboratively to achieve personal, team, and organisational goals
- Appreciation - Recognising the loyalty, significance, value, and contribution of our people.

These Values guide how we work internally and inform our expectations of all third parties who work with or on behalf of us.

Policies in relation to modern slavery and human trafficking:

This statement should be reviewed together with the following company policies, which collectively support our approach to ethical conduct and compliance:

- Modern Slavery and Human Trafficking Policy:
- Anti Bribery Policy
- Corporate Social Responsibility Policy
- Equal Opportunities policy
- Company Standards and Code of Conduct Policy

Together, these policies reinforce our commitment to lawful, ethical, and transparent business practices.

Due Diligence and Supplier Code of Conduct

To ensure compliance with the Modern Slavery Act, and uphold our values Modern Democracy will:

- Implement a Supplier Code of Conduct clearly prohibiting all forms of modern slavery and human trafficking.
- Conduct supplier due diligence during procurement and onboarding stages, assessing risk and ethical standards.
- Require suppliers to certify their compliance with the Modern Slavery Act 2015 and demonstrate adherence to ethical labour practices.
- Encourage employees to report any concerns relating to supplier conduct or unethical labour practices.

We are committed to working only with suppliers whose values and standards align with ours.

Risk Assessment and Management

Modern Democracy regularly assesses the risk of modern slavery across our operations and supply chains. This includes identifying sectors, geographies, or functions that may present heightened vulnerability. Where high-risk areas are identified we will apply enhanced oversight, monitoring, and review procedures. We are committed to continuous improvement and will update our assessments, controls and policies to respond to emerging risks.

Training and Awareness

To strengthen awareness and promote vigilance, Modern Democracy will provide training for employees and relevant partners to raise awareness of modern slavery risks, how to identify signs of forced labour, and the appropriate channels for reporting concerns.

Reporting Mechanisms and Support

All employees and supply chain partners are encouraged to report any concerns regarding modern slavery or human trafficking. Reports can be made anonymously in writing or via email to HR@moderndemocracy.com. Modern Democracy will promptly investigate any reported cases and take corrective action as needed. Retaliation against individuals reporting in good faith is strictly prohibited.

Monitoring

We will continue to monitor our practices and work to enhance any procedures, policies and practices that we feel are appropriate.