

## **1. INTRODUCTION**

The Gap Partnership Limited is making a voluntary modern slavery and human trafficking statement relating to section 54 of the Modern Slavery Act 2015.

We have a commitment to conducting business in a socially responsible and ethical manner and this extends to our commitment to continually improve our practices to combat slavery and human trafficking and ensure transparency within our business and throughout our supply chain.

The Gap Partnership sets out its principles on how employees must conduct themselves to promote proper behaviour in its Employee Contracts, Handbooks and other documents issued from time to time that promote business ethics.

## **2. OUR BUSINESS**

The Gap Partnership is the world's leading negotiation consultancy. We deliver negotiation consulting, training, skills workshops, strategy and planning services to global clients in the public, private and not-for-profit sectors. We have around 200 employees and operate in 60 countries.

Our annual turnover is under £36 million. Although we are not required to make a modern slavery statement under section 54 of the Modern Slavery Act 2015, we are making this voluntary statement to show our commitment to ethical trading principles and to set out the steps we are taking to tackle modern slavery and human trafficking in our business and in our supply chains. We see this as being integral to our corporate values, which include 'Being Trusted' and transparent as a business.

## **3. OUR ORGANISATIONAL STRUCTURE**

Our Corporate Governance Framework consists of the Board of Directors and an operational management team. Our operational management team is responsible for decision making on economic, environmental and social issues and is operationally responsible for compliance with slavery and human trafficking issues.

## **4. OUR SUPPLY CHAINS**

We have global suppliers that provide products and services including recruitment services, professional services, IT services and facilities support.

## **5. OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING**

We are committed to ensuring that there is no slavery or human trafficking in our supply chains or in any part of our business. Our policies and practices reflect our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

Our employees are encouraged to report unlawful practices and concerns, and the following policies support our working practices:

- Whistleblowing Policy
- Health and Safety Policy
- Code of Conduct and Business Integrity Policy



## 6. DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING

As part of our initiative to identify and mitigate risk we:

- Select suppliers who share our commitment to high ethical standards
- Identify and assess potential risk areas in our supply chains
- Mitigate the risk of slavery and human trafficking occurring in our supply chains
- Report slavery and trafficking abuses
- Protect whistle blowers
- Remove any suppliers found to have been involved in slavery and human trafficking in their operations from our supply chain

## 7. SUPPLIER ADHERENCE TO OUR VALUES AND ETHICS

We have zero tolerance to slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our values we will take action in respect of any issues we identify or are made known to us.

## 8. TRAINING

To ensure a high level of understanding of the risks of slavery and human trafficking in our supply chains and our business, we provide training to our staff. We also request our business partners to provide training to their staff and suppliers and providers.

## 9. OUR EFFECTIVENESS IN COMBATING SLAVERY AND HUMAN TRAFFICKING

We aim to use the following key performance indicators (KPIs) to measure how effective we are to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains:

- Cooperation from our suppliers in respect of compliance with their contractual obligations
- Numbers of investigations into our supply chain and action taken to improve compliance
- Interactions with our clients in working together to promote zero tolerance to slavery and human trafficking
- Numbers of employees receiving awareness training

This statement constitutes our slavery and human trafficking statement for the financial year ending 28 February 2019.



Date:.....

1<sup>st</sup> March 2019

Graham Botwright  
Chief Executive Officer  
The Gap Partnership Limited