

Modern Slavery Statement 2024

Introduction

Verian Group (the "Company") is a world-leading, global, independent specialist research, evidence and advisory business providing services to government and the public realm, across all aspects of public policy. We respect national laws and any other laws with an international reach. We are committed to acting ethically in all aspects of our business and to maintaining the highest standards of honesty, transparency, and integrity.

We do not tolerate any form of slavery or human trafficking in any part of our business or our wider supply chain. Where we identify deviations from our standards we take appropriate action. This is consistent with our disclosure obligations and is made according to Section 54 of the UK Modern Slavery Act 2015, Section 3 of the Australia Modern Slavery Act 2018 and any other applicable slavery laws and regulations.

Policies in relation to slavery and human trafficking

Our suite of internal and external policies set out our expectations and requirements for our suppliers, partners, and colleagues.

Internal policies are available to all staff on the company intranet.

Our General Terms and Conditions contain clauses to ensure suppliers undertake that neither they nor any supplier personnel:

- have committed an offence under any slavery or human trafficking laws or regulations ("Modern Slavery Laws")
- have been notified that they are subject to an investigation relating to an alleged Modern Slavery Offence or prosecution under any Modern Slavery Laws
- are aware of any circumstances within their supply chains that could give rise to an investigation relating to an alleged offence or prosecution under any Modern Slavery Laws.

Due diligence processes

We proactively assess third parties; all new suppliers are required by our business to undergo a supplier onboarding process which includes not only financial due diligence but also compliance checks against Modern Slavery Laws, anti-bribery and corruption and sanctions rules and regulations, as may be applicable.

All suppliers are bound by our Supplier Code of Conduct, published on our website, which mandates supplier compliance with all applicable human rights and labour laws and regulations and includes a prohibition on using forced, compelled, coerced, bonded, compulsory, trafficked, slave or any other form of involuntary labour.

Risk assessment and management

We have a rigorous supplier selection process, which focuses on actively de-risking our existing supply chain. We require all Group companies to use contracts which have been negotiated or approved by our Procurement function. This enables us to maintain high standards and consistency across our supplier base.

All new suppliers, including individuals, must go through a financial, legal and compliance vetting process. Suppliers must provide information about their company so we can conduct checks and set them up in our systems. They must also agree to our policies, and we must have suitable contractual arrangements in place before we work with them.

An internal Risk Committee meets regularly to review any emerging risks or issues with proposed or existing suppliers and this group is the agreed mechanism for raising any risks or issues relating to Modern Slavery Laws.

Monitoring and reporting

The Company operates a global, 24-hour 'Right to Speak' telephone and online whistleblower service through a market leading independent 3rd party supplier. The service is available in multiple languages and is staffed by appropriately trained, local-language speaking individuals. We encourage our staff to raise any concerns they have about the way that Verian operates and conducts its business, or about any potential breaches regarding danger or wrongdoing. This keeps the Company accountable and helps us continually improve our business and our culture. Reports of any actual or suspected violations can also be made anonymously.

We will continue to monitor and review the effectiveness of our policies and procedures in relation to Modern Slavery Laws and supply chain due diligence.

We will review the effectiveness of the current training materials, implementing any necessary improvements.

We will review any relevant standards or certifications which may strengthen our ways of working in relation to Modern Slavery Laws.

Training and awareness

Anti-bribery and corruption training is given to all new joiners and all employees must also complete the training on an annual basis.

Approval

This statement was approved by the Verian Group CEO, Philippa Edward on 2/5/2025.