

# Modern slavery and human trafficking statement

## Introduction from the Managing Director, Simon Hunt

Oxford Policy Management (OPM) is committed to complying with the Modern Slavery Act 2015. We have a zero tolerance approach to any form of modern slavery and are putting steps in place to ensure that modern slavery or human trafficking does not take place within our business or supply chain.

## Our organisational structure, business and supply chains

OPM is an international development consultancy committed to helping low- and middle-income countries achieve growth and reduce poverty and disadvantage through public policy reform. OPM has more than 35 years' experience and operates in over 100 countries with international offices across Africa and Asia.

Our supply chain consists of partner organisations and self-employed consultants located in the UK and overseas. We expect our suppliers and business partners to conduct their business in a lawful and ethical manner, which includes adopting business practices that prevent or eliminate modern slavery and human trafficking from taking place within their supply chains.

Across our operations we endeavour to ensure that all services provided are free of modern slavery.

This statement covers OPM and all of its international branch offices and subsidiaries.

## Our policies

We operate a number of policies to ensure that we are conducting business ethically and with integrity. These include our Modern Slavery and Human Trafficking Policy, our Whistleblowing Policy, Code of Conduct, and our Safeguarding Policy. Our policies are reviewed periodically to ensure they remain fit for purpose.

## Due diligence, risk and mitigation

As part of our initiative to identify and mitigate risk we have developed a comprehensive due diligence questionnaire that all suppliers are required to complete.

We have taken steps to improve our Anti-Bribery Programme and Risk Management Framework and have a reporting and Whistleblowing system in place which encourages individuals to report suspected wrongdoing.

We adopt a culture of openness and accountability to ensure the delivery of these policies.

Since the publication of our first statement In January 2017, we have taken the following steps to ensure that slavery and human trafficking is not taking place in any of our supply chains, and in any part of our own business:

- We have implemented an externally hosted whistleblowing service to provide all staff, suppliers and business partners with a confidential channel for reporting any concerns.
- We have reviewed and strengthened our code of conduct, clarifying the requirements for all staff, business partners and suppliers to adhere to the same high ethical standards that OPM commits to.
- We have updated our Modern Slavery and Human Trafficking Policy to reflect the revised Transparency in Supply Chains issued by the Home Office in October 2017.

## Looking forward

We are taking steps to increase awareness of modern slavery and human trafficking in our supply chains and our business. OPM will be reviewing current guidelines and practices in relation to modern slavery to deliver a continuously improving system. We will review the location of our subsidiaries and, if appropriate, request our subsidiaries to publish their own Modern Slavery Statement.

We will be rolling out ethical training across our business and we will become a signatory to the United Nations Global Compact.

## Approval of this statement

This statement was considered and approved by the Board of the Company on 15th December 2017 and has been signed by the Managing Director. This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending September 2017.



Simon Hunt

Managing Director

Oxford Policy Management Limited, January 2018