



CHAPEL ASSOCIATES LIMITED

(the "Company", or "Chapel", "Our", "We")

SLAVERY AND HUMAN TRAFFICKING STATEMENT

INTRODUCTION FROM THE MANAGING DIRECTOR

1. Slavery and human trafficking remain a hidden blight on our global society. We all have a responsibility to be alert to the risks, however small, in our business and in the wider supply chain. Staff and Associates are expected to report concerns and management are expected to act upon them.
2. This statement is made voluntarily in conformance with section 54(1) of the Modern Slavery Act 2015 and constitutes the Company's slavery and human trafficking statement

ORGANISATION'S STRUCTURE

3. Chapel are a niche consulting company providing high quality, value added bespoke services that enable our clients to achieve optimal operational performance and secure their business objectives; be that from gaining more efficient and effective performance or smarter delivery, to securing meaningful business.

We support clients who are operating within the public sector by providing senior level experts who give clear, honest, impartial, and confidential advice.

The Company has an annual turnover below £36m.

OUR BUSINESS

4. Our business is organised into a corporate headquarters and three operating divisions:
 - Consulting and Data Protection;
 - Strategic Resilience and Capability; and
 - Digital twinning and Simulation.

None of Chapel's business is seasonal.

OUR SUPPLY CHAINS

5. Our supply chains are limited to UK based and predominantly local suppliers providing digital, information technology and communications services for the purposes of the Company's operation.

OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING

6. We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. This commitment extends 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.

DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING

7. As part of our initiative to identify and mitigate risk we undertake the following:

- Where possible we build long standing relationships with local suppliers and make clear our expectations of business behaviour;
- With regards to national or international supply chains, our point contact is preferably with a UK company or branch, and we expect these entities to have suitable anti-slavery and human trafficking policies and processes. We expect each entity in the supply chain to, at least, adopt 'one-up' due diligence on the next link in the chain. It is not practical for us (and every other participant in the chain) to have a direct relationship with all links in the supply chain, ultimately to the original service or equipment provider; and
- We encourage the reporting of concerns and are committed to the protection of whistle blowers.

SUPPLIER ADHERENCE TO OUR VALUES

8. We have zero tolerance to slavery and human trafficking. We expect all those in our supply chain to comply with our values. Associates are responsible for compliance in their respective divisions and for their supplier relationships.

TRAINING

9. To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide:

- Training to relevant members of staff; and
- Briefing to all Directors.

OUR EFFECTIVENESS IN COMBATING SLAVERY AND HUMAN TRAFFICKING

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

- Periodic and or follow-up assurance reviews with directors and lead associates on each separate lines of business; and
- Level of communication and director level contact with next link in the supply chain and their understanding of, and compliance with, our expectations.



P V ATWELL
Managing Director
Chapel Associates Limited