

Modern Slavery Statement 2024

Verian Group (the "Company") is a world-leading independent specialist research, evidence and advisory business providing services to government and the public realm, across all aspects of public policy operating globally. In all instances, 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.

The Company respects human rights in line with international law and does not tolerate any form of modern slavery or human trafficking in any part of our business, including our supply chain. This is consistent with our disclosure obligations and is made according to Section 54 of the UK Modern Slavery Act 2015, and Section 3 of the Australia Modern Slavery Act, 2018 and any other applicable Modern Slavery regulations.

Our suite of internal and external policies sets out our expectations and requirements for our suppliers, partners, and colleagues. Where we identify that these stakeholder groups do not meet our high standards, we take appropriate action. We do not tolerate any form of modern slavery or human trafficking in any part of our business. We outline this commitment and set clear ethical standards for our people and companies through our policy framework. This is outlined in our Modern Slavery Policy. Through the course of 2023, we have not identified or been made aware of any form of Modern Slavery in any part of our supply chain or within our internal processes

The development of these core principles is a journey and continued discussions, both internally and externally with our supply base, will ensure that we are applying thought leadership and best practice as a Company priority.

Right to Speak

the Company operates a global, 24-hour 'Right to Speak' 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 us all accountable and helps us continually improve our business and our culture. Reports of any actual or suspected violations can also be made anonymously.

Supplier Compliance 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 have high standards and consistency across our approach and processes.

Due Diligence Process and Supplier Onboarding

We proactively assess the control environment of 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 including modern slavery, anti-bribery and corruption, and sanctions as applicable.

Training

In 2023, an Ethics training package was delivered to all employees that focused on both personal and business conduct as well as protecting and promoting human rights. A new training package will be delivered in 2024 including anti-bribery and corruption and ethical business conduct. More generally, we provide regular training to our employees through our annual mandatory compliance training program. All new joiners are required to complete this training.

This statement was approved by the Verian CEO, Michelle Harrison on 1st May 2024.
Signed by Michelle Harrison
