

MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

Introduction

This Modern Slavery and Human Trafficking Statement is a response to Section 54(1), Part 6 of the Modern Slavery Act 2015 and relates to actions and activities for the financial year ending 31 March 2021.

Dynamic Futures LLP (we', 'us' or 'our') is committed to preventing slavery and human trafficking violations in its own operations, its supply chain, and its products. We have zero tolerance towards slavery and require our supply chain to comply with our values.

Organisational structure

Dynamic Futures LLP a limited liability partnership has business operations in the United Kingdom.

We operate in the Consultancy sector. The nature of our supply chains is as follows: Our supply chain is relatively short as a Professional Services Group. We do not act as a producer, manufacturer or retailer of physical goods and have no supply chain in relation to such activities.

For more information about us, please visit our website: www.dynamicfutures.co.uk

Policies

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner.

These include the following:

- **Recruitment and selection policy** - We interview all the people we hire, we employ and pay them above average salaries.
- **Supplier code of conduct** - We require a declaration that the suppliers will comply with UK laws and standards in this respect.
- **Whistleblowing policy** -We encourage anyone with concerns to draw to the attention of top management. We guarantee that there will be no adverse treatment.
- **Staff code of conduct** - We require staff to adhere to company policy and law in this respect.
- **Procurement policy** - We assess potential suppliers in this respect.
- **Safeguarding policy** - In addition to our usual high standards in the treatment of staff, if dealing with children or other vulnerable people, extra measures are taken to assess their happiness, free action and welfare.

We make sure our suppliers are aware of our policies and adhere to the same standards.

Due Diligence

As part of our efforts to monitor and reduce the risk of slavery and human trafficking occurring in our supply chains, we have adopted the following due diligence procedure:

- Internal supplier audits.

Our due diligence procedures aim to:

- Identify and action potential risks in our business and supply chains.
- Monitor potential risks in our business and supply chains.
- Reduce the risk of slavery and human trafficking occurring in our business and supply chains.
- Provide protection for whistleblowers.

Risk and compliance

We have evaluated the nature and extent of our exposure to the risk of slavery and human trafficking occurring in our UK supply chain through:

- Evaluating the slavery and human trafficking risks of each new supplier.

We do not consider that we operate in a high-risk environment because

The majority of our supply chain is based in the UK and in low risk industries.

We do not tolerate slavery and human trafficking in our supply chains. Where there is evidence of failure to comply with our policies and procedures by any of our suppliers, we will seek to terminate our relationship with that supplier immediately.

Effectiveness

To ensure our effectiveness in preventing slavery and human trafficking from taking place in our business and supply chains. We train our staff about modern slavery issues and increase awareness.

Training our staff

We require our staff to complete training and ongoing refresher courses on slavery and human trafficking. Our training covers:

- How to identify the signs of slavery and human trafficking.
- What initial steps should be taken if slavery or human trafficking is suspected.
- How to escalate potential slavery or human trafficking issues to the relevant parties within the business.
- What steps we should take if suppliers in our supply chain do not implement anti-slavery policies in high-risk scenarios, including their removal from our supply chain.

Next steps

In the next financial year, we intend to continue to evolve and improve our processes to tackle slavery and human trafficking

On 15 Feb 2022

The statement was approved by the members.



Veronica Luxford,
Legal & Compliance manager
Dynamic Futures LLP