



Version v1.1	Review due:	August 2026
LR_POL_095	Owner:	Gareth Jones
	Status:	Public

Modern Slavery Statement

Organisation

This statement applies to Lightrise Consulting Ltd (referred to in this statement as 'the Organisation'). The information included in the statement refers to the financial year January 1st 2025 to December 31st 2025.

Organisational structure

The Organisation is managed through a centralized structure overseen by a Director. As a remote UK-based company, we do not have physical offices. Our primary activities include providing tailored Microsoft cloud solutions in Human Capital Management and Environmental, Social and Governance (ESG) areas. We specialize in delivering services that address your specific people and environmental needs. With consistent demand throughout the year, our operations are not seasonal.

The labour for our operations is conducted remotely by employees based across the United Kingdom.

Definitions

The Organisation considers that modern slavery encompasses:

- human trafficking
- forced work, through mental or physical threat
- being owned or controlled by an employer through mental or physical abuse of the threat of abuse
- being dehumanised, treated as a commodity or being bought or sold as property
- being physically constrained or to have restriction placed on freedom of movement.

Commitment



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The Organisation acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. The Organisation understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

The Organisation does not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to the Organisation in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. The Organisation strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in United Kingdom.

Supply chains

In order to fulfill its activities, the Organisation's main supply chains involve partners and contractors who provide Microsoft cloud solutions, Human Capital Management, and Environmental, Social, Governance services. We work with a network of learners, contractors, and partner solutions through the Lightrise Alliance, which aligns with our values and meets our quality standards.

Our supply chain includes first-tier partners who may have further contractual relationships with lower-tier suppliers, ensuring that we deliver the most targeted solutions for digital transformation while adhering to rigorous quality checks and governance practices.

We seek suppliers who have achieved B Corp certification, or those who are in the process of preparing for this.

All suppliers are required to complete our Approved Supplier Questionnaire.

Potential exposure

The Organisation acknowledges that its main exposure to modern slavery and human trafficking risks may be associated with the outsourced services provided by remote contractors and consultants within our network. Given the global nature of

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these services, there is a potential risk in ensuring compliance with our ethical standards. To address this, we have established rigorous monitoring and compliance procedures to ensure that all outsourced work adheres to our zero-tolerance policy on modern slavery and human trafficking.

In general, the Organisation considers its exposure to slavery/human trafficking to be relatively limited. Nonetheless, it has taken steps to ensure that such practices do not take place in its business nor the business of any organisation that supplies goods and/or services to it.

Steps

The Organisation undertakes due diligence to prevent modern slavery, including:

- Conducting reviews of supplier controls
- Implementing termination clauses in supplier contracts if modern slavery is suspected
- Identifying and assessing risks within our supply chains
- Performing impact assessments of our services on potential instances of slavery
- Creating action plans to address risks of modern slavery
- Enforcing a zero-tolerance policy towards modern slavery
- Providing training and awareness programs for employees on recognizing and reporting modern slavery

Key performance indicators

The Organisation has set the following key performance indicators to measure its effectiveness in ensuring modern slavery is not taking place in the Organisation or its supply chains, such as:

- Policy review frequency.
- Instances of modern slavery reported and resolved.
- Supplier engagement.
- Supplier compliance with ethical standards.



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Policies

The Organisation has several policies to support our stance on modern slavery, including:

- Modern Slavery Policy
- Corporate Social Responsibility Policy
- Employee Code of Conduct
- Recruitment and Selection Policy

Slavery Compliance Officer

The Organisation has a Slavery Compliance Officer, to whom all concerns regarding modern slavery should be addressed, and who will then undertake relevant action with regard to the Organisation's obligations.

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2015 and will be reviewed for each financial year.

This statement was approved by the Lightrise Consulting Ltd on 8 August 2025 and signed by the CEO.

Date of approval: 8 August 2025

Print name: Gareth Edward Jones

Job Title: CEO

Signed: 