



Modern Slavery Policy

Transparency Statement

Cambridge Consultants is committed to operating ethically and with integrity in all our business dealings and relationships. We are dedicated to improving our practices to combat slavery and human trafficking in our business and supply chain.

Our Business. A part of Capgemini, Cambridge Consultants is a professional services consultancy solving technology challenges and creating new products and services to clients in a wide array of diverse markets across the globe. Cambridge Consultants is headquartered in the UK, and has offices in the US, Singapore and Japan, as well. For more details, see <https://www.cambridgeconsultants.com/about-us/>. Given the nature of our business, our highly skilled workforce and the pre-employment checks we carry out, we have assessed that the modern slavery risk from an employment perspective within our business is minimal.

Our Supply Chains. As a fee for service company, most of our revenue is generated by the labour of our UK employees. This fact, combined with the diverse nature of our business and varied markets/sectors in which our clients operate, means we rely upon a smaller scale, non-traditional supply chain, made up of one-off, low quantity spot purchases. This has driven an internal decision that, wherever possible, our subcontractors and suppliers are trading from the UK or low risk countries.

Policies and Governance. We have implemented policies that reflect our commitment to acting ethically and with integrity. These include:

- Anti-Bribery Policy <https://www.cambridgeconsultants.com/legals/anti-bribery-policy/>
- Supplier Standards of Conduct <https://www.cambridgeconsultants.com/legals/supplier-standards-conduct/>
- Whistleblower Policy
- Ethical Policy <https://www.cambridgeconsultants.com/legals/ethical-policy/>

Due Diligence and Risk Management. We employ a risk-based approach to identify areas of potential vulnerability to modern slavery within our supply chain. Where risks are identified, we work with suppliers and partners to monitor performance and mitigate risk. Where appropriate, we ask suppliers and partners to sign up to our Standards of Conduct.

Training and Awareness. To ensure a high level of understanding of the risks of modern slavery, we provide organization-wide training as part of our employee onboarding process. In addition, we work closely with key staff and our suppliers to improve awareness across our business relationships on an ongoing basis.

Continuous Improvement – In 2021 Cambridge Consultants adopted principles contained in the Capgemini Supplier Standards of Conduct and began to expect our supply base to commit to working within the principles described in this document. In 2022, we implemented new Modern Slavery training for our staff. In 2023 we updated our procurement processes to diminish the prospect of procurement from sources of concern. During 2024, we continued to scrutinize and improve our risk assessments.

Looking Ahead We are continuously working to improve our practices and to identify new ways to prevent modern slavery in our operations and supply chains.

Signed electronically by Monty Barlow,
Chief Executive Officer 2025



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