

Policy Review Projects Ltd

MODERN SLAVERY STATEMENT

A) ORGANISATION

This statement applies to Policy Review Projects and its trading names, MATFLIX, Narrowcast Media Group, Equality Hub, Maternity & Midwifery Forum, City View, Education Studio and Neil Stewart Associates. (referred to in this statement as 'the Organisation'). The information included in the statement refers to the financial year 2022-23 .

OR

B) ORGANISATIONAL STRUCTURE

Policy Review Projects is a UK based SME working in publishing and conferences. Controlled by a Board of Directors based in the UK

The company works in professional and managerial business intelligence, runs websites and conference and events from a base in London.

The labour supplied to Policy Review Projects in pursuance of its operation is carried out in the UK, Ireland and the EU with 6 employees all based in the UK but events held in UK and Ireland.

C) DEFINITIONS

The company 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 or 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.

D) COMMITMENT

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

The company 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 company in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. The company strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in the UK

E) SUPPLY CHAINS

In order to fulfil its activities, the company's main supply chains include those related to hotels and venues in the UK and Ireland with website and video services sources from the UK and EU and web services in India and USA.

F) POTENTIAL EXPOSURE

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The company considers its main exposure to the risk of slavery and human trafficking to exist in working with the hospitality industry when hiring hotels.

In general, the company considers its exposure to slavery/human trafficking to be very low - 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.

G) IMPACT OF COVID-19

During the reporting period covered by this statement, the COVID-19 pandemic had taken hold. For several months, the UK was placed into lockdown to stem the spread of COVID-19. This created several challenges for the company as it did for others across the nation.

The company welcomes the UK Government's decision, as confirmed in April 2020, to allow for a delay of up to 6 months in the publication of modern slavery statements without the risk of facing penalty.

The company concludes that the COVID-19 pandemic did not adjust the risk of modern slavery to a level above that which existed before the pandemic, which is as set out under 'e'

During the pandemic, the Group's employees still had access to the grievance procedure to raise any concerns that they may have had.

In line with emergency legislation passed by the Government, Group employees have been paid Statutory Sick Pay during periods of self-isolation where it has not been possible to agree a temporary period of homeworking.

All the employees were able to work from home on continuing pay scales.

The modern slavery risks were subject to the same monitoring procedures during the pandemic as at all other times.

H) STEPS

The company carries out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in its organisation or supply chains, including conducting a review of the controls of its suppliers.

The company has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.

In accordance with section 54(4) of the Modern Slavery Act 2015, the company has taken the following steps to ensure that modern slavery is not taking place:

- reviewing our supplier contracts to include termination powers in the event that the supplier is, or is suspected, to be involved in modern slavery;

I) KEY PERFORMANCE INDICATORS

The company has set the following key performance indicators to measure its effectiveness in ensuring modern slavery is not taking place in the company or its supply chains.

J) POLICIES

The company has the following policies which further define its stance on modern slavery

Working with the Equality and Diversity Hub

Supporting Maternity and Midwifery groups campaigning internationally

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Working with equalities organisations
Addressing the issue with any suppliers where concerns arise

K) TRAINING

The company provides the following training to staff to effectively implement its stance on modern slavery during induction and then when working on Equality and Diversity Hub projects

L) 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 company obligations in this regard.

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

Date of approval.....April 2022..

Signed.....*Neil Stewart*

CEO

Date.....April 30 2022.