

Pursuant to section 54 of the Modern Slavery Act 2015, this statement outlines CBS Change Partner's ("CBS") approach to modern slavery and human trafficking for the financial year ending 31st December 2020.

Modern slavery and human trafficking, occurring both in the UK and across the world is an abhorrent abuse of human rights.

### **Our Organisation**

CBS Change Partners was founded in 2006 by a team of ex big-four consultants who specialise in change management. We are a privately owned limited company that provides change delivery services to clients within the UK Retail and Financial Services sectors.

Our wealth of experience and market insight allows us to help clients evaluate, prioritise and select the right balance of strategic transformation initiatives, empowering the delivery of their goals with increased confidence and maximum efficiency

CBS employees a number of staff in the UK. As these staff are directly employed by CBS and are not considered to be a position which is at risk of modern slavery or human trafficking, our focus is on the supply chain that support our business.

### **Our Supply Chain**

While the bulk of our product offering is developed in-house, the business utilises a small but critical supply chain to ensure that our products and services can be offered in a low cost and efficient manner. In addition to our technology infrastructure, CBS acquires a variety of goods and services such as professional services, contractors and consumables.

These suppliers, who range from small to medium business to multi-nationals are

## **Modern Slavery Statement**

predominantly based within the United Kingdom, with a limited number based overseas.

### **Our Due Diligence**

CBS believes that it has the obligation to uphold the rights and freedoms of individuals employed directly by us but also to put in place policies to mitigate and eliminate the risk of modern slavery and human trafficking within its supply chains.

Each supplier is assessed to ensure that they understand the conditions of Modern Slavery Act 2015 and that modern slavery and human trafficking does not incur through their business.

Should a UK supplier deemed as failed to have understood the conditions that the Modern Slavery Act 2015 places on them or a non-UK supplier be unable to satisfy CBS that they have sufficiently mitigated the risk of modern slavery and human trafficking within their business, CBS will terminate the relationship with that supplier.

### **Our Training**

The CBS team has continuously sought to strengthen and reinforce our stance on modern slavery and human trafficking, building upon the foundations laid out in the Modern Slavery and Human Trafficking Policy.

We believe an open, diverse and collaborative working environment. Where a suspicion of modern slavery and human trafficking is generated, our staff and suppliers are actively encouraged and supported so that their concerns can be heard and investigated appropriately.

**Eddie Curran**

Managing Director