

## Modern slavery and human trafficking statement. Financial year 2019-2020

This statement sets out Knight Chapman Psychological's actions to understand all potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its own business and its supply chains.

This statement relates to actions and activities during the current financial year. We are committed to operating all our business activities to the highest standards of business ethics and integrity. We are committed to understanding more about modern slavery and ensuring there are no slavery/trafficking issues in our business or supply chain.

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

We are committed to improving our practices to combat slavery and human trafficking. This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our company's slavery and human trafficking statement for the financial year 2019-2020.

### **Organisational structure and supply chains**

KCP is a professional organisational psychology consultancy and psychometric test publisher based in the UK with two partner distributors based in Trinidad and Tobago and in Hong Kong. These distributors sell products and training services on behalf of KCP. Our annual turnover is less than £36 million.

We provide online testing products, online training products and face-to-face assessment of individuals and groups in the UK

Our supply chain is based in the UK and includes large and small local suppliers of IT equipment and supplies, stationery, furniture and utilities. The company's suppliers are based within the UK which has a developed culture of ethical business practice and strong labour regulation so we have assessed the overall risk of the company contracting with organisations that engage in slavery or human trafficking as relatively low.

### **Acts to address risk**

We are conducting an internal risk assessment to identify which of our suppliers are most likely to manufacture goods or provide services in countries and/or sectors where modern forms of slavery are more likely to be prevalent.

We will consult with any suppliers whom we have identified as presenting any significant inherent risk in order to understand more about their own businesses, supply chains and the steps they have taken to reduce the risk of slavery and human trafficking. We will provide anti-slavery training to key staff. We will protect whistle blowers.

This statement was approved by the board of Knight Chapman Psychological Ltd on 4 November 2019.

Andrew Roberts  
Managing Director