

## **Modern Slavery and Human Trafficking Statement**

**For the Financial Year Ending: [Insert Your Financial Year End Date, e.g., 31 March 2025]**

### **Introduction**

This statement is made on behalf of LIGHTHOUSE BUSINESS CONSULTANTS LIMITED.

Although we are not legally required to produce a modern slavery statement under the provisions of the UK Modern Slavery Act 2015, we are publishing this voluntary statement to demonstrate our firm commitment to upholding the highest ethical standards and to preventing any form of modern slavery or human trafficking within our business and supply chains. We believe in transparency and our responsibility to operate with integrity in all our business relationships.

### **Our Organisation's Structure, Business, and Supply Chains**

LIGHTHOUSE BUSINESS CONSULTANTS LIMITED is a provider of training and management consultancy services, specialising in change management, leadership, and operational excellence. We are registered as a limited company in the United Kingdom.

Our core team is supported by a network of trusted, self-employed associates to deliver services to our clients across the UK and mainland Europe.

Due to the nature of our business, our supply chains are not complex. We procure a limited range of goods and services necessary for our operations, primarily from UK-based suppliers. Our key supply chains fall into the following categories:

- **Financial Services:** Including banking and accountancy.
- **IT Services:** Including software, hardware, and technical support.
- **Facility Management Services:** Including serviced office provision and utilities.

### **Our Risk Assessment**

As a professional services firm operating in low-risk sectors and jurisdictions (the UK and Europe), we assess our direct risk of exposure to modern slavery and human trafficking as low. Our supply chains are short and predominantly consist of other professional service providers who are also subject to UK and EU regulations.

We do not engage in manufacturing, raw material sourcing, or sectors commonly associated with a high risk of labour exploitation.

## Our Policies and Principles

We are committed to ensuring there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our operational principles reflect our commitment to acting ethically and with integrity in all our business relationships.

While we are in the process of formalising our policy framework, our approach is guided by the following principles:

- We conduct business with honesty and integrity.
- We treat all individuals, including our associates and supplier contacts, with dignity and respect.
- We are committed to creating a safe and fair working environment.

## Due Diligence and Supplier Engagement

Given our low-risk profile, our due diligence process is proportionate. We take the following steps:

1. **Supplier Selection:** We strive to build long-term relationships with reputable, UK-based suppliers.
2. **Supplier Verification:** As part of our informal due diligence, we actively seek assurances from our key suppliers that they have their own policies and processes in place to mitigate the risk of modern slavery within their own operations and supply chains.
3. **Associate Engagement:** Our self-employed associates are highly skilled professionals with whom we work on a basis of mutual trust and respect, governed by clear contractual terms for services.

## Training and Awareness

We recognise the importance of awareness in identifying and preventing modern slavery. We periodically share training materials and official guidance from the UK Government with our core team and associates to ensure they understand the risks and can identify potential signs of exploitation.

## Future Steps and Commitment

We are committed to continually improving our practices. Over the next financial year, LIGHTHOUSE BUSINESS CONSULTANTS LIMITED will focus on:

1. **Formalising Policies:** Developing a formal Supplier Code of Conduct that explicitly outlines our expectation that suppliers comply with the Modern Slavery Act.
2. **Enhancing Due Diligence:** Integrating a specific confirmation regarding modern slavery compliance into our onboarding process for new key suppliers.
3. **Ongoing Awareness:** Continuing to provide our team and associates with relevant information and updates on modern slavery risks.

This statement has been approved by the company's leadership.

**[Director's Name]** Director LIGHTHOUSE BUSINESS CONSULTANTS LIMITED **Date:** 30 July 2025