

Modern Slavery Act Declaration



About Us

Frazer-Nash Consultancy Limited is an incorporated company headquartered in the United Kingdom with a Branch Office in Australia. Frazer-Nash provides professional advice in Systems and Engineering Technology to a wide range of industrial and governmental customers around the world. Our holistic approach to problem solving is based on developing and maintaining a leading edge capability in technologies and methods that aims to give our clients the most appropriate solution to address their needs. We aspire to be known and respected for our integrity and for providing independent, impartial advice of the highest quality that delivers business value to our customers.

We currently have offices in 10 UK and 4 Australian locations.

Our Actions

Our Policies on Slavery and Human Trafficking

We aim to be the best in the eyes of our clients and our people, which means we are committed to ensuring that there is a zero tolerance policy on modern slavery and human trafficking in our supply chains or any part of our business. Our Code of Business Conduct reflects our commitment to acting ethically and with integrity, ensuring all our business relationships are built on these foundations. It underpins our commitment to implementing and enforcing effective systems and controls to certify that slavery and/or human trafficking is not taking place anywhere in our supply chains or in our business.

Identifying and Mitigating Risk

We use our company Risk Register to identify and manage our approach to Modern Slavery. As a company, we have developed and maintain a whole company Risk Register, which is maintained by our Business Assurance function and is the subject of regular review and annual approval by the Board. The reviews cover whether existing risks have changed, new risks have emerged and whether the appropriate mitigations are in place to manage these risks. The principal controls we have in place to combat Modern Slavery in our business are: we undertake appropriate and thorough background checks on all potential employees; and we have a Due Diligence Process for screening suppliers in which suppliers are asked to complete a questionnaire and confirm compliance with our Code of Business Conduct. During 2021 we have reviewed our standard Terms and Conditions for engaging suppliers and have amended these to include a specific obligation of compliance with the UK *Modern Slavery Act (2015)* and the Australian *Modern Slavery Act (2018)* Australia, to reinforce this requirement going forward.

By embedding our approach to minimising the risk of Modern Slavery within our approach to managing business risk we aim to ensure that the identification of new risks and their mitigation, together with the effectiveness of existing mitigation measures are subject to regular review alongside other business critical risks. This will drive continuous improvement in our processes and will allow us to react promptly if or when circumstances change, either within our business environment, in the business itself or within our supply chains.

Codes of Conduct

Our Code of Business Conduct is communicated to staff upon joining the company and regularly thereafter. Our standard terms and conditions require suppliers to confirm their agreement to follow our Supplier Code of Conduct each time they enter into an agreement with the company on our terms.

Copies of our relevant Codes of Conduct and Policies can be obtained upon request. Please

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visit our website for details.

Assessing the success of these actions

We recognise the importance of being able to assess the effectiveness of our actions. As a company, and even though the risks to our business are considered low, we continue to improve our understanding of modern slavery risks and how such risks may be present in our operations and supply chains.

Whilst we have developed a whole of company Risk Register and other processes aimed at reducing the risk of modern slavery in our operations, we are still working on the best way to adequately assess the effectiveness of these measures. Our aim for the next reporting period, is to further consider and develop frameworks and processes to ensure we can review the effectiveness of the actions we are taking to assess and address modern slavery risks in our operations and supply chains .

We have not had any incidents of modern slavery occurring within our business or reported within any of our supply chains. Nonetheless, as a company we remain vigilant against any signs of modern slavery in any form. Both employees and suppliers are under a duty to report any incidents of modern slavery to us so that such matters can be thoroughly investigated should they occur. Reporting can be via line management or through our anonymous Whistleblowing line, accessible to all staff in the UK and Australia.

No reporting entities

Frazer-Nash does not own or control any other entities and therefore the requirement to consult with such entities under the Australian Modern Slavery Act (2018) is not applicable.

This statement is made pursuant to the United Kingdom's *Modern Slavery Act (2015)*, and the Australian *Modern Slavery Act (2018)*. It constitutes our slavery and human trafficking statement following the end of the financial period April 2020 to March 2021. This statement was approved by the Board of Directors on 24 September.

Neil McDougall
Managing Director - Frazer-Nash Consultancy Limited

A handwritten signature in black ink, appearing to read 'N. McDougall', with a large, stylized flourish at the end.

Date: 24 September 2021