

## Modern Slavery Policy

1. Chameleon IT Solutions Ltd is committed to eliminating modern slavery, human trafficking, forced labour, and similar human rights abuses.
2. Chameleon IT Solutions Ltd is committed to ensuring that its staff and any workers it supplies (directly or indirectly) are not subject to behaviour or threats that may amount to modern slavery, human trafficking, forced labour, and similar human rights abuses.
3. Chameleon IT Solutions Ltd provides appropriate training and awareness information for all of its staff. In particular:
  - Our recruiters, undertake training courses that include guidance around modern slavery and human trafficking, as well as other wider human rights issues.
  - All of our staff receive awareness-raising information around issues involving modern slavery and human trafficking, so that they can bring any concerns they have to the attention of management.
4. Any staff, workers or other parties are strongly encouraged to report any concerns or suspicions that they might have to Kash Akhtar (Director & Senior Principal Consultant)
5. Reports surrounding these issues are taken extremely seriously by Kash Akhtar (Director & Senior Principal Consultant) who is committed to ensuring that all investigations shall be prompt and effective. If our investigations reveal any issues, we are committed to taking appropriate action, including but not limited to:
  - Working with the appropriate organisations to improve standards,
  - Removing that organisation from our preferred supplier list,
  - Passing details to appropriate law enforcement bodies.
6. We regularly monitor our risks in this area through the use of relevant key performance indicators, including:
  - The effectiveness of enforcement against suppliers who breach policies,
  - The level of modern slavery training and awareness amongst our staff.
7. We would also recommend reading this in conjunction with our other policies, including our:
  - Anti-bribery / corruption policy
  - Whistle-blowing policy.

This policy was adopted on 02/01/2024 after being agreed by Kash Akhtar (IT Director & Senior Principal Consultant) It is reviewed every 12 months.