Anti Modern Slavery and Human Trafficking Policy Statement

V2. 31 Jan 2026

Anti Modern Slavery and Human Trafficking Policy Statement

1.0 Introduction

The Policy Statement sets down ODRL's commitment to preventing slavery and human trafficking in our business activities and the steps we have put in place with the aim of ensuring that there is no slavery or human trafficking in our own business and supply chains. We all have a duty to be alert to risks, however small. Staff are expected to report their concerns and management to act upon them.

This statement covers the business activities of ODRL, which are as follows.

ODRL is a dynamic global consulting firm of organisational psychologists committed to:

- Building and Nurturing Resilience for High Performance
- Inspiring and Delivering Excellence at Work

Our key areas of work are:

- Organisation, Development and Change Management
- Talent Management, Assessment and Development
- Learning and Development
- Employee Engagement Studies
- Surveys and Diagnostics Tools

By blending practical experience with rigorous research evidence, we work collaboratively with our clients to craft and deliver innovative interventions that enable people's wholehearted contributions and enhance organisational performance.

The design of our services ensures that our clients benefit from early wins. We continually monitor progress through well-established and proactive evaluation techniques to provide the evidence base of on-going positive impact of our work.

When designing programmes/interventions, we apply a systemic approach to guide organisations in managing change and enhancing performance.

Our focus is to enable our clients to align strategy, structure, culture and leadership behaviours with rapidly changing, complex and uncertain contexts, through the use of sustainable change management techniques. The engagement of people at all levels of the organisation is central to the design and delivery of OD activities.

Areas of Work

- **Sustainable Change Programmes**
- **Culture Change Programmes**
- **Creation of Resilient Organisations**

- **Organisational Reviews**
- **Evaluation Studies**

The Company operates globally.

We are registered in England and Wales and have an office in Ireland. We operate on a worldwide basis. Our work involves dealing directly with senior-level executives.

2.0 High Risk Activities

We do not carry out any activities that are considered to be at high risk of modern slavery or human trafficking.

Responsibility for the Company's anti-slavery initiatives is as follows:

2.1 Policies: Dr A K Sahdev, Company Secretary, is responsible for creating and reviewing policies. Policies are developed by benchmarking good practice, considering the risks associated with our work and reviewing current legislation.

2.2 Risk assessments: Dr A K Sahdev is responsible for assessing human rights and modern slavery risks by reviewing all stages of proposed projects before delivery.

2.3 Due diligence: Dr A K Sahdev is responsible for due diligence in relation to known or suspected instances of modern slavery and human trafficking.

3.0 Training

To ensure a good understanding of the risks of modern slavery and human trafficking in our business and supply chains, the Company requires all staff and associates to complete an online training course before engagement on any training programme.

4.0 Policies

The Company is committed to ensuring that there is no modern slavery or human trafficking in our business or our supply chains. This Statement affirms its intention to act ethically in our business relationships.

The following policies set down our approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in our operations:

- Policy on Human Rights
- Diversity, Inclusion and Equality Policy

5.0 Due Diligence Processes for Slavery and Human Trafficking

The Company undertakes due diligence when considering taking on new suppliers, and regularly reviews its existing suppliers. The Company's due diligence process includes building long-standing relationships with suppliers and making clear our expectations of business partners, evaluating the modern slavery and human trafficking risks of each new supplier and invoking sanctions against suppliers that fail to improve their performance in line with an action plan provided by us, including the termination of the business relationship.

This Anti Modern Slavery and Human Trafficking Policy Statement will be reviewed regularly and updated as necessary. The Directors of ODRL endorse this policy statement and are fully committed to its implementation.

This Modern Slavery and Human Trafficking Policy has been approved and authorised by:

Dr K Sahdev

CEO/Chief Psychologist