



Human Rights, Prevention of Modern Slavery & Human Trafficking Statement

Onepoint Consulting Limited
100 Villiers Road
London NW2 5PJ
+44 (0)20 3198 6699
onepointltd.com

Disclaimer:

This document and annexures are property of Onepoint and are proprietary to Onepoint. This is not to be disclosed in whole or in part without the written consent of Onepoint, and shall not be duplicated or used, in whole in part, for any purpose.

All information security incidents, risks and breaches (suspected or actual) must be reported immediately to a member of the information security team or by calling the Onepoint Emergency number **0203 923 2526** or by logging the incident via the infosec@onepointltd.com email.

Code:	04.21
Version:	1.0
Date of version:	05/02/2022
Created by:	Els Braeken
Approved by:	Sangeetha Viswanathan
Confidentiality level:	INTERNAL USE

Contents

1.	Scope	1
2.	Human Rights	1
3.	Responsibilities & Commitment	1
4.	What is Modern Slavery?	2
5.	Due Diligence processes	2
6.	Risk Assessment	2
7.	Validity and document management	3
7.1	Change history	3
7.2	Document Maintenance	3

1. Scope

This statement applies to Onepoint Consulting Limited (hereafter “the Company”). It covers Onepoint’s commitment to the principles and rights from the following:

- the Modern Slavery Act, 2015 (which incorporates Human Trafficking);
- the International Bill of Human Rights, 2012 (IBHR);
- the International Labour Organisation (ILO) Declaration, 1998 on fundamental principles and rights to work;
- the United Nations Guiding Principles on Business and Human Rights (UNGPs), 2011.

2. Human Rights

Onepoint’s employee handbook and supporting HR policies are written taking into account the Human Rights Act 1998 and any code of practice issued by the Human Rights Commission. The Company promotes and supports all employee rights. All procedures will adhere to this legislation and ensure that all employees are treated fairly and consistently at all times.

3. Responsibilities & Commitment

The Company acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015, and understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

The Company does not enter into business with any other organisation, both in the UK or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to the Company in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. The Company strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in both the UK and India and in many cases exceeds those minimums in relation to its employees.

4. What is Modern Slavery?

The Company considers that modern slavery encompasses:

- human trafficking
- forced work, through mental or physical threat
- being owned or controlled by an employer through mental or physical abuse or the threat of abuse
- being dehumanised, treated as a commodity or being bought or sold as property
- being physically constrained or to have restrictions placed on freedom of movement

Definition (United Nations)

Human Trafficking is the recruitment, transportation, transfer, harbouring or receipt of people through force, fraud or deception, with the aim of exploiting them for profit. Men, women and children of all ages and from all backgrounds can become victims of this crime, which occurs in every region of the world. The traffickers often use violence or fraudulent employment agencies and fake promises of education and job opportunities to trick and coerce their victims.

5. Due Diligence processes

The Company carries out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in the Company or supply chains, including conducting a review of the controls of its suppliers.

The Company has not, to its knowledge, conducted any business with another Company (either in the UK or abroad) which has been found to have involved itself with modern slavery.

In accordance with section 54(4) of the Modern Slavery Act 2015, the Company has taken the following steps to ensure that modern slavery is not taking place:

- Reviewing as much as possible our supplier contracts to include termination powers in the event the supplier is, or is suspected, to be involved in modern slavery
- Maintain a zero tolerance policy towards modern slavery
- Undertaking an impact assessment of its services upon potential instances of slavery
- Raise awareness for its staff on modern slavery

6. Risk Assessment

In general, the Company considers its exposure to slavery/human trafficking to be relatively limited. Nonetheless it has taken steps to ensure that such practices do not take place in its business nor the business of any Company that supplies goods and/or services to it.

7. Validity and document management

This document is valid as of 10/02/2025. The owner of this document is the Executive Management Team.

7.1 Change history

Date	Version	Created by	Description of change
03/02/2022	0.1	Els Braeken	Basic document outline - template from HR Harwood Solutions
05/02/2022	1.0	Els Braeken	Updated for Onepoint

7.2 Document Maintenance

No. #	Name	Date	Actions	Comments
1	Expiry Date	dd/mm/yyyy	Date at which the document is marked for deletion	This would only be applied if decided at review.
2	Created	05/02/2022	Released post Approval & sign-off by MD	MD sign-off
3	Reviewed and approved	05/02/2023	Annual Review	Minor updates
4	Reviewed and approved	10/02/2024	Annual Review	No Changes
5	Reviewed and approved	10/02/2025	Annual Review	No Changes
6	Next Review	10/02/2026	This document is intended to be reviewed annually	The latest date by which this document needs to be reviewed

Managing Director

Shashin Shah