



MODERN SLAVERY STATEMENT

Financial Year Ending: 2025

Approved by the Board on: 25/11/2025

Introduction

FSP Consulting Services Ltd ("FSP") is committed to conducting business ethically and responsibly. We recognise our responsibility under the UK Modern Slavery Act 2015 to prevent modern slavery and human trafficking within our operations and supply chains. This statement outlines the steps we have taken and continue to take to ensure that slavery and human trafficking do not occur in any part of our business or supply chain.

Our Business and Structure

FSP provides IT consultancy and digital transformation services to clients across the UK, with subsidiary offices in Barcelona, Spain, and India. We operate in a low-risk sector for modern slavery but remain vigilant in identifying and mitigating any potential risks.

Our Policies

We have implemented policies that reflect our commitment to ethical practices and human rights, including:

- **Modern Slavery Policy** – Prohibits all forms of forced labour, child labour, and human trafficking within our operations and supply chains.
- **Supplier Code of Conduct** – Requires suppliers to uphold fair employment practices, prohibit child and forced labour, and comply with the Modern Slavery Act 2015.
- **Anti-Money Laundering, Sanctions & Fraud Prevention Policy** – Supports ethical business conduct and compliance with UK and international regulations.





Due Diligence and Risk Assessment

FSP applies a tiered approach to supplier due diligence based on size, materiality, and risk profile:

Tier 1 – Larger or Material Suppliers:

These suppliers undergo enhanced checks, including business registration verification, financial health checks, sanctions and PEP screening, compliance with the Modern Slavery Act 2015, and ESG alignment.

Tier 2 – Smaller Suppliers:

For smaller, low-risk suppliers, we apply streamlined checks, such as basic verification of company registration, confirmation of physical business presence, and acknowledgment of our Supplier Code of Conduct.

Training and Awareness

All employees are required to read and acknowledge all company policies, including the Modern Slavery Policy, during induction. This ensures awareness of responsibilities and reporting procedures. Looking ahead, FSP plans to introduce dedicated Modern Slavery training modules via our Learning Management System (LMS) in 2026 to further strengthen understanding and compliance.

Reporting and Escalation

We maintain a clear reporting process for any suspected instances of modern slavery. Concerns can be raised confidentially via our HR team at hr@fsp.co. We will act promptly to investigate and, where necessary, disengage from any supplier or client involved in unethical practices.

Performance and Continuous Improvement

We review our policies and procedures annually to ensure effectiveness and alignment with best practices. We also encourage feedback from employees, clients, and suppliers to strengthen our approach.

Compliance Confirmation

This statement confirms FSP's compliance with the UK Modern Slavery Act 2015. While formal LMS modules will be introduced in 2026, all employees currently





acknowledge the Modern Slavery Policy during induction, ensuring awareness and compliance.

Board Approval

This statement has been approved by the FSP Board of Directors and has been published on our website at www.fsp.co

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Signed:

Daragh Phelan
Chief Financial Officer

Date: 25/11/25

