

ANTI-MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

Introduction

This statement sets out Options Consultancy Services Limited's (Options) approach in understanding all potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its own business and its supply chains. This statement relates to actions and activities from 1 November 2018 to 31 October 2019.

Options is also now a signatory to the United Nations Global Compact. We support the ten principles of the UN Global Compact with respect to human rights, labour, environment and anti-corruption.

Organisational Structure

Options is a consultancy organisation providing technical and management expertise in the health and social sectors to governments and international development partners to transform the health of women and children. We operate through branch offices and affiliates in sub-Saharan Africa and Asia as well as working with consultants and partners in a number of jurisdictions many of them in the developing world. Our head office is in London.

Business and Supply Chains

Options works in partnership with governments, donors, civil society and businesses to design, deliver and evaluate a wide range of programmes in the health and social sectors. We work with a diverse range of stakeholders to develop local capacity in order to achieve tangible and sustainable improvements to health outcomes. Therefore the key areas in which we engage suppliers are:

- Staff recruitment
- Finance
- Legal
- Marketing and Communications
- Infrastructure
- Office supplies
- Supply of Medical Supplies
- Supply of Technical Advice
- Information Technology
- Security

Our Policies in relation to Slavery and Human Trafficking

As part of the International Development sector, Options recognises that it has a responsibility to take a robust approach to slavery and human trafficking. Options is absolutely committed to preventing slavery and human trafficking in its corporate activities and to ensuring that its supply chains are free from slavery and human trafficking. Therefore, Options operates the following policies that describe its approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in its operations:

- **Whistleblowing policy and speak up channel:** Options encourages all its workers, customers and other business partners to speak up and report any concerns related to the direct activities or the supply chains of the organisation. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. Options' whistleblowing procedure is designed to make it easy for workers to make disclosures, without fear of retaliation. Options staff who have concerns can use our confidential speak up reporting line.

- **Code of conduct:** The Options' Code of Conduct makes it clear to employees and suppliers the actions and behaviour expected of them when representing the organisation. Options strives to maintain the highest standards of conduct and ethical behaviour when operating abroad and managing its supply chain. The Code of Conduct has been disseminated to all staff and Options is now in the process of updating its due diligence processes to ensure that the Code is also disseminated to its subcontractors.
- **Modern Slavery Policy:** We have updated our Modern Slavery Policy to ensure that the Policy enables staff to identify the key risks facing the business as well as providing a confidential channel via which staff can report concerns.
- **Due Diligence Process:** We expect our partners to have the same approach to modern slavery and human trafficking that we have and so we are currently revising our due diligence procedures to ensure that they are asked about the steps they are taking to minimise these risks. We are also updating our terms and conditions to ensure that our partners explicitly comply with anti-modern slavery and human trafficking undertakings.

Training and Awareness

The updated Modern Slavery Policy will be disseminated to all staff. It is the responsibility of each line manager to ensure that his/her team members are aware of the content of the Modern Slavery Policy and the zero tolerance approach adopted by Options. We are also currently reviewing the training to be offered to staff to ensure that they have a high level of understanding of the risks of modern slavery to our business.


Reporting of Concerns

We recognise the importance of remaining vigilant to identify and address issues associated with slavery and human trafficking in the organisation. The Modern Slavery Policy sets out the system for reporting concerns for employees including a speaking up hotline that is confidential and independent of Options.

Review

This Statement will be reviewed annually by the Board of Directors and updated as appropriate.

Simon Cooke



.....

Chair of the Options Board of Directors

Date: