



Modern Slavery Policy



CITY SCIENCE
delivering decarbonisation

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Approved by:

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1 Introduction

City Science is committed to preventing modern slavery and human trafficking in all its forms within our business operations and supply chains. We recognise our responsibility to uphold fundamental human rights and to ensure that slavery and human trafficking do not take place within our organisation or within any of our supply chains.

2 Organisation and Supply Chain Structure and Risk

Due to the company's relatively small size (fewer than 100 employees), senior management have clear visibility of all employees, roles, and company operations. This inherently reduces the risk of modern slavery and/or human trafficking occurring within the organisation without their knowledge.

The company has a clear reporting structure, with all employees receiving line management which disseminates information to and from senior management and all employees. This facilitates close monitoring of business operations and activities.

As an organisation who's primary operations consist of the provision of consultancy services, and the development and sale of software, the downstream supply chain is uncomplex and limited in size. The use of subcontractors for the delivery of consultancy services does occur, however these are typically for high skilled, high paying roles – which do not carry the highest risk of modern slavery and/or human trafficking. Despite this, suitable controls and procedures have been implemented to ensure the supply chain is aware of and compliant with these regulations.

3 Policy Statement

3.1 Commitment to Compliance

City Science is committed to complying with the Modern Slavery Act 2015 and all other relevant legislation concerning slavery and human trafficking. We will not tolerate any form of modern slavery within our organization or in any of our supply chains.

3.2 Risk Assessment

We will conduct regular risk assessments to identify and assess the risk of modern slavery and human trafficking in our operations and supply chains. These assessments will be used to implement appropriate measures to mitigate these risks.

3.3 Supplier Due Diligence

We will conduct due diligence on all new suppliers to assess their compliance with anti-slavery and human trafficking laws. This includes assessing their policies and procedures, as well as their commitment to ethical business practices.

3.4 Contractual Obligations

We will include specific provisions in our contracts with suppliers to require compliance with the Modern Slavery Act 2015 and to prohibit the use of forced labour, slavery, and human trafficking.

3.5 Training and Awareness

We will provide training and awareness programs to all employees to ensure they understand the risks of modern slavery and human trafficking and know how to identify and report any concerns.

3.6 Reporting Mechanisms

We will provide clear and accessible channels for employees, suppliers, and other stakeholders to report any concerns related to modern slavery or human trafficking. Reports will be investigated promptly, and appropriate action will be taken.

3.7 Continuous Improvement

We are committed to continuously reviewing and improving our policies and procedures to prevent modern slavery and human trafficking. This includes regular monitoring of our supply chains to ensure compliance.

3.8 Transparency

We will be transparent about our efforts to combat modern slavery and human trafficking. In accordance with the Modern Slavery Act 2015, we are not required to publish an annual Modern Slavery Statement on our website as we do not meet the company size threshold requiring us to do so. However, this policy will be provided to any customers, suppliers or company stakeholders who request to see it.

4 Responsibility

Overall responsibility for implementing this policy rests with the CEO, who will ensure that adequate resources are allocated and that progress is monitored regularly.

5 Preventing Modern Slavery in our business

We carry out appropriate checks on all employees, recruitment agencies and suppliers, so that we know who is working for us or on our behalf.

We give every employee a written employment contract, and he or she is paid in accordance with the law. We comply with our legal obligations to ensure the health and safety of all of our employees and workers, including in relation to working hours, rest breaks and holidays.

All managers are provided with training on this policy.

6 Preventing Modern Slavery in our supply chain

Subcontractors will be required to assess their own business and supply chains and confirm to us that they:

- Comply with their legal obligations in relation to Modern Slavery; and
- Are committed to ensuring there is no Modern Slavery taking place in their business, or in any of their supply chains.

Where a breach is identified through a supplier having Modern Slavery in their business, or knowingly in their supply chain, we will terminate our contract with them and pursue legal remedies against them.

7 Responsibilities of employees in our business

Employees must immediately report any suspicions of Modern Slavery in our business or supply chains to our CEO. Our CEO will investigate within a reasonable time, and oversee any actions which may be required.

Employees will not suffer any detrimental treatment as a result of reporting any genuine concerns, raised in good faith, under this policy. This applies, even if after investigation, they are found to be mistaken. If employees believe that they have suffered any such treatment, they should immediately tell our CEO or Chairman.