



## **Emerging Risks Global Modern Slavery Statement**

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 of the Parliament of the United Kingdom ("the Act"). It sets out the steps that Emerging Risks Global, Woodlands International Ltd. (collectively referred to as "ERG") have taken to prevent acts of modern slavery and human trafficking from occurring in its business and supply chains, up to and during the financial year ending 30 April 2022.

### Introduction

#### **Risks are everywhere.**

As a business partner specializing in security, risk, and resilience, ERG has supported global commercial enterprises and government organisations to identify threats, mitigate risks and to overcome crises.

ERG operates out of offices in the United Kingdom.

#### Our approach

ERG is committed to the protection of human rights and to fair and ethical work practices - as seen in ERG's Code of Ethics which is discussed below and can be found here.

ERG understands that it has a responsibility to conduct its business ethically and to comply with the Act. This responsibility extends to ERG's supply chain and to all those that do business with ERG ("supply chain"). ERG is opposed to all forms of human trafficking, slavery, forced or compulsory labour and all other trafficking-related activities ("modern slavery").

ERG considers itself to be at a low risk to modern slavery.

ERG makes every effort to identify and mitigate the risk of modern slavery in its business and supply chain; has policies and processes in place to prevent modern slavery; and systems in place to report non-compliance of its policies.

ERG continuously works to identify, prevent, mitigate and avoid causing or contributing to adverse impacts on human rights, including modern slavery. This extends not only to ERG's own employees but also to employees in its supply chain.

## Code of Ethics

ERG has several policies that reflect its commitment to acting ethically and with integrity in its business relationships. This includes the implementation and enforcement of the Code of Ethics that requires all executives, directors, employees, consumers, customers and anyone doing business with ERG to act ethically and to adhere to all relevant laws, including laws involving human rights and modern slavery. ERG's Governance Team is responsible for overseeing compliance with the Code of Ethics and maintaining multiple avenues through which its employees and supply chain can report potential violations of the Code of Ethics, applicable laws, ethics and compliance issues. ERG prohibits retaliation against those who make good-faith reports under the Code of Ethics and other ERG policies including ERG's Non-Discrimination & Anti -Harassment Policy, Global Anti -Bribery Policy, and Fraud Policy.

## Risk management

In its business relationships with its supply chain, ERG takes steps to prevent breaches of modern slavery laws. Part of ERG's onboarding process for its supply chain includes ensuring that its supply chain agrees to conform to its Code of Ethics and to modern slavery laws. ERG reserves the right, pursuant to contractual provisions and to the extent permitted by law, to terminate the relationships with parties within its supply chain who violate the ethical principles and values set out in ERG's Code of Ethics, who violate modern slavery laws, or who otherwise engage in illegal activities.

## The future

ERG continues to look to improve the effectiveness of its control mechanisms to ensure that modern slavery laws are adhered to, not only within its own business, but also within its supply chain. ERG will continue to work towards understanding where the risks lie in its business and supply chain and will prioritise actions addressing high-risk areas. ERG will implement further policies directly reinforcing the Act's views on modern slavery, and new measures to ensure ERG and its suppliers comply with all human rights and modern slavery laws. ERG will undertake further ethics and compliance training for all its employees.

## Approval

This statement was approved by ERG's Board of Directors.