

Modern Slavery Statement 2026

Financial year ended 31 October 2025

DOCUMENT STATUS	EFFECTIVE DATE	REVIEW CYCLE
Approved	4 th February 2026	Annual

Statement

Changeology Group Ltd publishes this statement to explain the steps taken during the financial year ended 31 October 2025 to prevent modern slavery and human trafficking in its business and supply chain. The statement has been prepared with reference to section 54 of the Modern Slavery Act 2015 and associated Home Office guidance.

Organisation and supply chain

Changeology Group Ltd is a management consultancy incorporated in Scotland. We provide business improvement and transformation services to public- and private-sector clients. Our workforce comprises directors, employees and contractors. Our supply chain is predominantly UK-based and includes professional services, recruitment, technology, travel, accommodation and general business services.

Commitment and governance

We do not tolerate slavery, servitude, forced or compulsory labour, child labour or human trafficking. The Board is accountable for this commitment. Directors receive and oversee concerns, while those responsible for recruitment, contracting and purchasing are expected to apply proportionate controls.

Our approach is informed by the Ten Principles of the United Nations Global Compact, including its human-rights and labour principles.

Workforce controls

- Verify identity and right to work before engagement.
- Undertake reference, qualification and role-appropriate background checks.
- Use written employment, contractor and supplier terms.
- Pay employees and contractors in accordance with agreed terms and support the Real Living Wage.
- Provide modern slavery awareness training and annual refreshers.
- Explain how staff can raise concerns without retaliation.

Supply-chain due diligence

Our risk is lower than in many product-based sectors, but it is not absent. We apply a proportionate, risk-based approach that considers the nature of the service, country of operation, workforce model, use of subcontracting and any indicators of vulnerable labour. Higher-risk concerns are escalated to a director before engagement or renewal.

Where appropriate, we seek confirmation that suppliers comply with applicable employment, human-rights and modern slavery requirements. We may request further evidence, require corrective action or end a relationship where serious concerns cannot be resolved.

Risk assessment

During 2025, Changeology reviewed the human-rights and modern slavery risks associated with its industry and locations of operation. No high-risk exposure was identified. This does not mean that risk is absent; travel, accommodation, recruitment, contracting and indirect supplier labour remain areas for continued awareness and proportionate review.

Training and awareness

All staff completed modern slavery awareness training during the reporting period. Refresher training is assigned annually. Training covers indicators of exploitation, immediate safeguarding considerations, internal escalation and external sources of support.

Speaking up and responding

Concerns can be raised with a director or confidentially through contact@changeology.group. The mailbox is restricted to the Directors. An email report should not be described as anonymous unless the reporter uses a method that does not identify them.

We will assess concerns promptly, protect confidentiality as far as reasonably possible, take appropriate safeguarding and contractual action and cooperate with relevant authorities where required. Retaliation against a person raising a genuine concern in good faith will not be tolerated.

Measuring effectiveness

The Board will monitor the following indicators annually:

Measure	2025 position	2026 focus
Staff completing required training	100%	Maintain 100%
Material concerns reported	None reported in source records	Record and review

Higher-risk suppliers assessed	Not previously quantified	Introduce a documented register
Corrective actions overdue	Not previously quantified	Track to closure

Priorities for the next reporting period

- Introduce a documented supplier risk-screening process.
- Maintain annual staff refresher training.
- Review contractual wording for higher-risk suppliers and contractors.
- Record concerns, assessments, actions and outcomes consistently.
- Review the effectiveness of reporting and escalation arrangements.

Board approval and signature

Approved by	Role	Approval date	Signature
Marguerite McGinlay	Director	4 th February 2026	

This statement was approved by the Board of Changeology Group Ltd on 4th February 2026 and signed by Marguerite McGinlay, Director.

Reference framework

- Home Office, Transparency in Supply Chains: a practical guide.
- GOV.UK guidance, Publish an annual modern slavery statement, updated April 2024.