

1. Policy Statement

Modern slavery includes slavery, servitude, forced or compulsory labour, and human trafficking. It is a serious violation of fundamental human rights.

MAMBU Consult Ltd maintains a **zero-tolerance approach to modern slavery and human trafficking**. We are committed to acting ethically, transparently, and responsibly in all of our business dealings and relationships.

The company is committed to ensuring that modern slavery does not occur within our organisation or within any part of our supply chains. We will take appropriate steps to ensure that our employees, contractors, suppliers, and business partners uphold the same high standards.

This policy supports compliance with the **Modern Slavery Act 2015** and reflects our commitment to responsible and ethical business practices.

2. Scope of Policy

This policy applies to:

- Employees of MAMBU Consult Ltd
- Consultants and subcontractors engaged by the company
- Suppliers and service providers
- Clients and project partners
- Any individual or organisation working on behalf of the company

The policy applies to all business operations including engineering consultancy services, project delivery activities, procurement processes, and supplier management.

3. Responsibility for the Policy

Overall responsibility for the implementation and compliance with this policy rests with the **Director of MAMBU Consult Ltd**.

The Director is responsible for:

- Ensuring compliance with legal obligations under the **Modern Slavery Act 2015**
- Implementing systems and procedures to reduce the risk of modern slavery
- Ensuring appropriate due diligence within supply chains
- Reviewing this policy on a regular basis

Employees are responsible for understanding and complying with this policy.

4. Employee Responsibilities

All employees must:

- Read and understand this policy.
- Avoid any activity that could lead to or suggest a breach of this policy.
- Remain vigilant to potential risks of modern slavery within business operations or supply chains.
- Report any concerns regarding modern slavery or human trafficking.

Employees must immediately report any concerns where they believe that modern slavery may be occurring within:

- The company
- Our suppliers or contractors
- Project environments or worksites

Employees who raise concerns in good faith will not suffer any detrimental treatment.

5. Supply Chain and Procurement

MAMBU Consult Ltd recognises that supply chains within the construction and engineering sectors may present risks relating to modern slavery.

To reduce these risks, the company will:

- Undertake due diligence when selecting suppliers and subcontractors
- Work with reputable suppliers who demonstrate ethical labour practices

- Include contractual obligations requiring suppliers to comply with modern slavery legislation
- Monitor supplier performance and compliance where appropriate
- Avoid working with organisations known to engage in unethical labour practices

Where concerns arise regarding suppliers, appropriate action will be taken, which may include termination of business relationships.

6. Training and Awareness

MAMBU Consult Ltd is committed to ensuring that employees understand the risks associated with modern slavery.

Where appropriate, the company will:

- Provide awareness training to employees
- Ensure employees understand how to identify potential indicators of modern slavery
- Encourage reporting of concerns through internal reporting procedures

7. Reporting Concerns

Any employee who suspects that modern slavery may be occurring within the company or supply chain must report the matter to management as soon as possible.

All concerns will be treated confidentially and investigated appropriately.

8. Enforcement

Employees who breach this policy may be subject to disciplinary action.

The company may terminate relationships with contractors, suppliers, or partners who fail to comply with this policy.

Modern Slavery & Human Trafficking Statement

1. Introduction

This statement is made by MAMBU Consult Ltd in accordance with Section 54 of the **Modern Slavery Act 2015**.

It sets out the steps the company has taken to minimise the risk of modern slavery and human trafficking occurring within its business operations and supply chains.

2. Our Business

MAMBU Consult Ltd is a Mechanical and Electrical (M&E) engineering consultancy providing services within the built environment and construction sectors.

Our services include:

- Engineering consultancy
- Design and technical advisory services
- Site inspections and surveys
- Project and design coordination
- Procurement and technical support

Our operations are primarily based in the United Kingdom, and we work with a network of contractors, consultants, and suppliers to deliver projects for our clients.

3. Our Supply Chains

Our supply chains may include:

- Engineering consultants and subcontractors
- Technical specialists and advisors
- IT service providers
- Professional services such as legal, accounting and insurance

- Equipment and service providers supporting project delivery

While the risk of modern slavery within professional consultancy services is considered relatively low, we recognise that risks may arise within wider construction supply chains.

4. Policies Supporting Anti-Slavery Commitments

MAMBU Consult Ltd maintains policies and procedures that support ethical and responsible business practices, including:

- Anti-Slavery & Human Trafficking Policy
- Procurement and supplier due diligence procedures
- Ethical business conduct expectations
- Whistleblowing procedures
- Health and safety policies

These policies support our commitment to preventing modern slavery within our business operations.

5. Due Diligence

To minimise risk within our business and supply chains we may:

- Conduct checks on suppliers before engagement
- Work with reputable organisations with appropriate compliance policies
- Include modern slavery clauses within contracts
- Monitor supplier relationships where appropriate

6. Training and Awareness

Employees are encouraged to remain aware of modern slavery risks and report concerns where they arise.

Training and awareness activities may be undertaken where appropriate to ensure employees understand:

- What modern slavery is
- Indicators of potential exploitation
- How to report concerns

7. Monitoring and Review

MAMBU Consult Ltd will continue to review its policies, procedures and supply chain management processes to ensure that they remain effective in reducing the risk of modern slavery.

8. Approval

This statement has been approved by the Managing Director of MAMBU Consult Ltd and will be reviewed annually.

Signed: *B Bond*

Managing Director – MAMBU Consult Ltd

Date: 13/03/2026