



## **Listening Partnership Ltd's Modern slavery statement**

### **Organisation**

This statement applies to Listening Partnership Ltd (referred to in this statement as 'the Organisation'). The information included in the statement refers to the financial year 2021/22.

### **Organisational structure**

Listening Partnership Ltd is a small, independent, niche Management Consultancy and Executive Coaching Agency. The company has two owners, its two principal Consultants, Dr Nick Isbister and Ms Jude Elliman. The registered office is in Oxford, England, and it has an office, from which it does most of its non-online business just outside Oxford.

Listening Partnership's core business is: Executive Coaching, L&OD Consulting and Training and Supervising coaches.

### **Definitions**

The Organisation considers that modern slavery encompasses:

- human trafficking
- forced work, through mental or physical threat
- being owned or controlled by an employer through mental or physical abuse of the threat of abuse
- being dehumanised, treated as a commodity, or being bought or sold as property
- being physically constrained or to have restriction placed on freedom of movement.

### **Commitment**

The Organisation acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. The Organisation understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

The Organisation does not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to the Organisation in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. The Organisation strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in the United Kingdom and in many cases exceeds those minimums in relation to its employees.

**Supply chains**

In order to fulfil its activities, the majority of which are intangible (one-on-one coaching sessions, masterclasses and group training events) all other resources that we use are sourced from reputable suppliers and corporations. We understand that the Organisation's first-tier suppliers are intermediary traders and therefore have further contractual relationships with lower-tier suppliers.

**Potential exposure**

In general, the Organisation considers its exposure to slavery/human trafficking to be limited. Nonetheless, it has taken steps to ensure that such practices do not take place in its business nor the business of any organisation that supplies goods and/or services to it.

**Impact of COVID-19**

During the reporting period covered by this statement, the COVID-19 pandemic had taken hold. For several months, the UK was placed into lockdown to stem the spread of COVID-19.

The Organisation welcomes the UK Government's decision, as confirmed in April 2020, to allow for a delay of up to 6 months in the publication of modern slavery statements without the risk of facing penalty.

Despite the permitted, delay, the Organisation remains in a position to publish its statement for the financial year 2021/2022.

The Organisation concludes that the COVID-19 pandemic did not adjust the risk of modern slavery to a level above that which existed before the pandemic, which is as set out under 'POTENTIAL EXPOSURE' above.

Homeworking was swiftly implemented in March 2020 which meant that its premises, from which it usually conducts day to day business, were temporarily closed.

During the pandemic, the Organisation's employees still had access to the grievance procedure to raise any concerns that they may have had.

The Organisation's modern slavery risks were subject to the same monitoring procedures during the pandemic as at all other times.

**Steps**

The Organisation carries out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in its organisation or supply chains, including conducting a review of the controls of its suppliers.

The Organisation has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery. The Organisation has a zero-tolerance policy towards modern slavery.

In accordance with section 54(4) of the Modern Slavery Act 2015, the Organisation has taken the following steps to ensure that modern slavery is not taking place:

- reviewing its supplier contracts to include termination powers in the event that the supplier is, or is suspected, to be involved in modern slavery
- identifying and assessing the potential risks in its supply chains
- holding regular discussions amongst ourselves of the potential for us to be non-compliant in our activities to modern slavery.

#### **Key performance indicators**

The Organisation monitors all aspects of its performance as a business. Our Anti-Slavery concerns are part of our annual review. The Organisation is effective in ensuring modern slavery is not taking place in the Organisation or its supply chains.

#### **Policies**

The organisation has a recruitment policy which includes reference to its Modern Slavery Statement.

#### **Slavery Compliance Officer**

The Organisation has a Slavery Compliance Officer (Teresa Heaven) to whom all concerns regarding modern slavery should be addressed, and who will then undertake relevant action with regard to the Organisation's obligations.

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2015 and will be reviewed for each financial year.

Date of approval 29/09/21:

Signed:



Print name: **Dr J.N. Isbister**

Job Title: **Managing Director**

Date: 29/09/21