This note communicates the commitment of Frontier Economics to abide by the legislation contained within the Modern Slavery Act (2015).

Organisational Structure

Frontier Economics Ltd (Frontier) is an economic consultancy incorporated in the United Kingdom, with offices across Europe in London, Belgium, France, Germany, Republic of Ireland and Spain.

Frontier is controlled by a Board of Directors and owned by shareholders, all of whom are employees of the organisation.

Frontier provides economic advice to other businesses via telephone, email and face to face consultancy formats.

Definitions

We consider that modern slavery encompasses:

a. Human trafficking;

b. Forced work, through mental or physical threat;

c. Being owned or controlled by an employer through mental or physical abuse or the threat of abuse;

d. Being dehumanised, treated as a commodity or being bought or sold as property;

e. Being physically constrained or to have restriction placed on freedom of movement.

Commitment

We are committed to preventing slavery and human trafficking within our own business and supply chains and understand that this requires an ongoing review of both our internal practices in relation to our labour force and supply chains.

We have a zero tolerance policy towards modern slavery and will refrain from entering into business, and/or will discontinue any current business, with any other organisation which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to us is obtained by means of slavery or human trafficking. We strictly adhere to the minimum standards required with regards to the relevant employment legislation in Belgium, France, Germany, Republic of Ireland, Spain and the United Kingdom, and in many cases exceed those minimums in relation to Frontier employees.
We offer no zero-hour contracts and part-time and fixed-term Frontier employees are provided with the same pro-rata contractual entitlements as full-time and permanent employees. If these are not offered, we are able to rely on objectively justifiable grounds. Our employees are offered a competitive remuneration package and we pride ourselves on the additional benefits offered to employees. Regular staff surveys are conducted, on an anonymous basis, to give employees a voice on their individual employment, their department and Frontier as appropriate. Commitment to creating career progression in a supportive environment has been rewarded by high rankings for Frontier in well regarded “Best Places to Work” awards.

**Potential Exposure**

We consider our exposure to modern slavery to be limited but have taken steps to ensure that such practices do not take place in our business, or the business of any organisation that supplies goods and/or services to us.

In the operation of our business, we consider our main exposure to the risk of slavery and human trafficking to exist in our supply chains and those of our clients.

**Actions**

We carryout due diligence processes to ensure slavery and/or human trafficking does not take place in our supply chains.

We have not, to our knowledge, conducted any business with another organisation which has been found to have involved itself with slavery and/or human trafficking.

We have reviewed our supplier list for the current financial year to ensure it is up to date. In accordance with section 54(4) of the Modern Slavery Act 2015, we have contacted (or attempted to contact) all first tier suppliers to set out our zero tolerance stance on modern slavery and to ensure that slavery and/or human trafficking is not taking place.

We have taken action to monitor reports of modern slavery and ensure that there have not been any instances where suppliers have been involved in activities covered by the Modern Slavery Act. We will also continue to cross-reference reports of modern slavery with our first tier supply chain and client list to ensure this is regularly monitored.

We will seek to discontinue business with any first tier supplier or client found by the enforcement authorities to be involved in modern slavery.

We encourage the use of our whistleblowing policy to report any concerns regarding modern slavery and will investigate any complaints thoroughly.

**Training**

Upon commencement of employment, all employees attend an HR Induction and are made aware of Frontier policies relating to standards of behaviour that we require from them. We ensure that 100% of new starters complete the induction within two weeks of commencement of employment.
We also provide training on awareness of modern slavery to those within Frontier who have been identified as having responsibilities in this regard and will ensure that annual update training is provided.

Policies

At Frontier, we have a Corporate Social Responsibility Policy which further supports our stance on the Modern Slavery Act. In addition, we are committed to the UN Global Compact. A Whistleblowing policy is also in place which encourages the reporting of any wrongdoing which is in the public interest.

Approval and Review

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2015 and applies to Frontier and all companies associated to Frontier. This statement has been approved by the Board of Directors on 14th July 2020. It is reviewed each financial year (ending 30th April).

People Director

All concerns regarding modern slavery should be addressed to the People Director.

Signed:

Name: Helen Field
Role: People Director
Date: 15th July 2020