



# MODERN SLAVERY STATEMENT

16 June 2026

|                                                                |                                                                                                                                            |
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| This statement covers the financial year ending 30 April 2026. |                                                                                                                                            |
| Owner                                                          | Chief People Officer                                                                                                                       |
| Approved by                                                    | Board of Directors on 13 <sup>th</sup> July 2026                                                                                           |
| Signed by                                                      | Lucy Tobin, Chief People Officer, for and on behalf of Frontier Economics                                                                  |
| Policy applies to                                              | All employees and workers of Frontier (including but not limited to Associates, temporary staff and Interns)<br>Suppliers and supply chain |
| For general queries related to this policy please contact      | People Team                                                                                                                                |

Frontier Economics Ltd (Frontier) is an employee owned, values driven organisation where people are at the heart of our business. We are a participant in the United Nations Global Compact committed to protecting human rights and ensuring that there is no modern slavery or human trafficking in our supply chain or any part of our business.

This statement sets out the steps Frontier has taken during the financial year ending 30 April 2026 to prevent modern slavery and human trafficking in its business and supply chains.

## ORGANISATIONAL STRUCTURE

Frontier Economics Ltd (Frontier) is a microeconomics consultancy which harnesses the power of economics to solve practical policy and business problems for clients in both private and public sectors. Incorporated in the United Kingdom, with offices across Europe in London, Belgium, France, Germany, Republic of Ireland, Spain, Czech Republic and the Netherlands. Frontier is controlled by a Board of Directors and owned by shareholders, all of whom are employees of the organisation.

As a professional services business, our supply chains are primarily indirect and support the delivery of our services. They include, for example, professional services, technology and software providers, office facilities, recruitment and people-related services, travel, events,



cleaning, catering and other office support services. We recognise that modern slavery risks may exist in both direct and indirect supply chains, including lower-tier suppliers.

## POLICIES AND TRAINING

Our policies reflect our commitment to ensuring that modern slavery and human trafficking do not take place in our business or supply chains. A [Whistleblowing policy](#) is in place which encourages the reporting of any wrongdoing which is in the public interest, including offences relating to modern slavery. Other relevant policies and controls include recruitment and right-to-work checks, supplier onboarding processes, procurement controls, contractual expectations for suppliers, and standards of conduct expected of employees, workers and suppliers.

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 specific mandatory training on awareness of modern slavery to everyone within Frontier which will be repeated on a regular cycle. We monitor these completion rates to measure the effectiveness of our efforts in preventing modern slavery as a key performance indicator.

## DUE DILIGENCE AND RISK ASSESSMENT

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 and assess those risks to be low, given the nature of our work in professional services and the due diligence we undertake on clients. We assess modern slavery risk by considering the nature of the services being provided, the location of suppliers, the use of labour in the relevant sector, the extent of subcontracting, and any concerns identified through supplier engagement, due diligence, whistleblowing or other reporting channels.

Where appropriate, we carry out supplier due diligence, request further information from suppliers, include modern slavery expectations in contractual arrangements, and escalate concerns internally. Where a supplier is assessed as higher risk, we may require further assurance, corrective action, or senior review before entering into or continuing the relationship.



In particular:

- 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 keep our supplier list under review and consider modern slavery risk as part of supplier onboarding and ongoing supplier management. Our zero-tolerance policy means we 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.
- We encourage the use of our whistleblowing policy to report any concerns regarding modern slavery and will investigate any complaints thoroughly.
- We strictly adhere to the standards required with regards to the relevant employment legislation in Belgium, Czech Republic, France, Germany, the Netherlands, Republic of Ireland, Spain and the United Kingdom.

If we identify a modern slavery concern, we will seek to respond in a way that prioritises the safety and wellbeing of potential victims. This may include escalation to the Chief People Officer and/or Board, specialist advice, engagement with the supplier or client where appropriate, and notification to relevant authorities or support services where required. We will avoid taking action that could increase harm to affected individuals.

We monitor the effectiveness of our approach through training completion rates, review of supplier due diligence activity, any concerns raised through whistleblowing or other reporting channels, and any actions taken in response to identified risks. We will continue to review whether additional measures are needed as our business and supply chains evolve.

## APPROVAL AND REVIEW

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and applies to Frontier Economics Ltd and, where relevant, companies associated with Frontier. It sets out the steps taken by Frontier during the financial year ending 30 April 2026 to prevent modern slavery and human trafficking in its business and supply chains. This statement has been approved by the Board of Directors on [insert approval date] and signed by Lucy Tobin, Chief People Officer. It will be reviewed each financial year, ending 30 April, and published on Frontier's website. Frontier may also upload the statement to the GOV.UK modern slavery statement registry. All concerns regarding modern slavery should be addressed to the Chief People Officer in the first instance.



Signed:

Signed by:

  
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Lucy Tobin

Chief People Officer

For and on behalf of Frontier Economics Ltd

Date: 15<sup>th</sup> July 2026

## Annex A – Review schedule

| Review by date | Reviewer       | Date Reviewed | Date Approved | Notes                                                                                                                                                                                                                                         |
|----------------|----------------|---------------|---------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 30 April 2025  | Mel Moser      | 3 March 2025  | 15 July 2026  | Included cover sheet and review schedule;<br>included monitoring of completion rates                                                                                                                                                          |
| 30 April 2026  | Sandy Jacobsen | 16 June 2026  | 13 July 2026  | Updated to reflect current Home Office guidance on modern slavery statements, including statement period, board approval/signature, publication, supply-chain detail, risk assessment, due diligence, remediation and effectiveness measures. |
| 30 April 2027  |                |               |               |                                                                                                                                                                                                                                               |