

Introduction

Modern slavery is a heinous crime and a morally reprehensible act that deprives a person's liberty and dignity for another person's gain. It is a real problem for millions of people around the world, including many in developed countries, who are being kept and exploited in various forms of slavery. Every company is at risk of being involved in this crime through its own operations and its supply chain.

At Projecting Success we have a zero-tolerance approach to modern slavery and are fully committed to preventing slavery and human trafficking in our operation and supply chain. We have taken concrete steps to tackle modern slavery, as outlined in our statement. This statement sets out the actions that we have taken to understand all potential modern slavery risks related to our business, and to implement steps to prevent slavery and human trafficking.

Our business and supply chains

Overview of the Organisation:

Projecting Success Limited was established in 2014 to provide portfolio, programme and project management (P3M) services to private and public-sector clients. In 2017 the business was realigned, expanding the scope from (P3M) services to include data science and data analytics. Projecting Success operates within the United Kingdom.

Projecting Success helps organisations to extract and connect data across all elements of project delivery to solve complex portfolio, programme and project management challenges. Leveraging the latest techniques in data science and artificial intelligence, we identify insights by interconnecting project data and joining the dots.

By opening the possibilities that data can offer, we can help organisations shape their data strategy, culture and emergent capabilities. Data is seen as an asset, rather than a by-product of project delivery. What has been seen in the past as an overwhelming array of disjointed metrics, can now be used to effectively measure and predict the risk that 'you are on programme'.

Using data, we create dynamic, user-friendly visualisations, tools, and insights, tailored to your organisation to ensure stakeholder engagement at all levels. An intelligent and adaptive capability that extends from bidding, scheduling to risk management, across the full work breakdown structure. Connecting data, for smarter, efficient, and more certain project delivery.

We established the London Project Data Analytics meetup which now has >8000 members, launched the hackathons and initiated and led a data analytics workstream within the APM to help to transform how project data is leveraged. We are at the very core of facilitating positive, transformational change for the P3M profession, an ideal partner to help navigate the complexity of project delivery.

We establish a relationship of trust and integrity with all our suppliers, which is built upon mutually beneficial factors. Our supplier selection and on-boarding procedure includes due diligence of the supplier's reputation, respect for the law, compliance with health, safety and environmental standards, and references.

[We have not been made aware of any allegations of human trafficking/slavery activities against any of our suppliers, but if we were, then we would act immediately against the supplier and report it to the authorities.]

Policies

Projecting Success operates the following policies for identifying and preventing slavery and human trafficking in our operations:

- Whistleblowing Policy - we encourage all employees, customers, and suppliers to report any suspicion of slavery or human trafficking without fear of retaliation. We provide a confidential helpline to protect the identity of whistle-blowers.
- Purchasing Code - we have updated our Purchasing Code and supplier contracts to make explicit reference to slavery and human trafficking.

Supplier due diligence

Projecting Success conducts due diligence on all new suppliers during on-boarding. This includes:

- Assessing risks in the provision of particular services

We require all suppliers to attest that:

- They do not use any form of forced compulsory or slave labour
- Their employees work voluntarily and are entitled to leave work
- They provide each employee with an employment contract that contains a reasonable notice period for terminating their employment
- They do not require employees to post a deposit/bond and do not withhold their salaries for any reasons
- They do not require employees to surrender their passports or work permits as a condition of employment

Awareness

Projecting Success has raised awareness of modern slavery via email that is focused specifically on modern slavery to all our staff, which explains:

- Our commitment in the fight against modern slavery
- Red flags for potential cases of slavery or human trafficking
- How employees should report suspicions of modern slavery

Training

In addition to the awareness programme, Projecting Success informs staff of e-learning courses which covers:

- Various forms of modern slavery in which people can be held and exploited

- The size of the problem and the risk to our organisation
- How employees can identify the signs of slavery and human trafficking, including unrealistically low prices
- How employees should respond if they suspect slavery or human trafficking
- How suppliers can escalate potential slavery or human trafficking issues to the relevant people within their own organisation
- What external help is available for the victims of slavery
- What terms and guidance should be provided to suppliers in relation to slavery policies and controls
- What steps Projecting Success will take if a supplier fails to implement anti-slavery policies or controls
- An attestation from employees that they will abide by Projecting Success' anti-slavery policy

Measuring how we are performing

Projecting Success has defined a set of key performance indicators and controls to combat modern slavery and human trafficking in our organisation. These include:

- How many employees have completed mandatory training?
- How many reports have been made by our employees that indicate their awareness of and sensitivity to ethical issues?
- Measures will be addressed in yearly review meeting to identify areas of improvement

Version	Author	Changes Made	Date
1.0	Yoshi Soornack	Creation	08/03/2021
2.0	Yoshi Soornack	Annual Review	03/03/2022