

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. The purpose is to empower organisations with innovative data analytics solutions, fostering efficiency, strategic insights, and the successful delivery of projects through advanced training, cutting edge data products, consultancy, and community collaboration. The aim of this is to transform the project delivery sector using emerging data analysis and AI.

The Learning & Development Team provide government-approved apprenticeship programs uniquely centred around data analysis and AI to upskill personnel and form change agents to make significant improvements. They also provide various short courses for organisations with specific requirements.

At the heart of the data-driven transformation in project delivery lies our dedicated Data Team, spearheading a community-led and client-focused movement through open-source innovation. Central to this vision is Projecting Success's comprehensive open-source ecosystem, anchored by Project:Brain—a sophisticated platform that seamlessly integrates open-source solutions with an extensive library of both open-source and proprietary project delivery reference materials. Through Project:Marvin, our proprietary Large Language Model, organisations can access, analyse, and build upon this wealth of knowledge, enabling project teams to harness cutting-edge artificial intelligence whilst maintaining a collaborative, community-driven approach to revolutionising project delivery.

We foster a dynamic and multi-faceted approach to client engagement, centered on building lasting partnerships and driving industry-wide innovation. Our relationships begin with genuine partnerships with apprentices, welcoming both those within our established coalition and newcomers to our community. Through tailored support and guidance, we empower these practitioners to harness our innovative tools and methodologies whilst developing their project delivery capabilities.

Our community hackathons serve as vibrant innovation hubs where practitioners from across industries unite to tackle shared project delivery challenges. These collaborative sessions harness our collective expertise to develop practical solutions, which we then release as open-source

resources—ensuring that innovations benefit not just individual organisations but the entire project delivery community. This open, collaborative approach embodies our commitment to advancing industry-wide practices whilst fostering a culture of shared learning and continuous improvement.

For organisations seeking deeper transformation, our consultancy services provide comprehensive support to establish robust foundations for their apprentices' success. We work closely with these clients to implement effective data-driven methodologies, integrate our tools within their existing frameworks, and create sustainable pathways for continuous improvement. This tailored approach ensures that organisations can maximise the value of their apprenticeship programmes whilst contributing to the broader evolution of project delivery practices.

Our comprehensive approach to modern slavery risk mitigation begins with our carefully cultivated client relationships and transparent operating model. Through direct engagement with apprentices and organisations, we maintain clear visibility of working conditions and employment practices. Our community hackathons and open-source philosophy ensure all work is conducted in transparent, collaborative environments with multiple stakeholders present, significantly reducing risks associated with exploitative practices.

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
3.0	Christoph Kuhle	Annual Review	19/08/2024