



Afiniti Modern Slavery and Human Trafficking Statement

Version 3.0 | February 2026

This is the Modern Slavery and Human Trafficking Statement of Afiniti Consultants LLP, and it is approved and authorised by the Afiniti Leadership Team.

In this document "Afiniti", "we", "our", or "us" refers to Afiniti Consultants LLP registered in Scotland (SO305541) at the following address: 1st Floor, Blenheim House, Fountainhall Road, Aberdeen, AB15 4DT.

"Afiniti Leadership team" refers to the Partners who are appointed members of the Afiniti Strategic Leadership team and accountable for day-to-day running of Afiniti and "Afiniti team members" refers to all Partners, Employees and Associates currently contracted to work with Afiniti.

Classification: **Public**

Revision History

Version	Date	By	Main Changes
1.0	2020	Corrina Jorgensen	Drafting of statement in alignment with Modern Slavery Act 2015
2.0	09/07/2025	Stephen Forbes	Transfer to new template, update of locations and nomenclature used
3.0	17/02/2026	Stephen Forbes	Approval to cover financial year ending 31 March 2027

Modern Slavery and Human Trafficking Statement

We are committed to improving our practices to combat modern slavery in our business by taking steps, as far as we are able, to ensure that our supply chains are free from slavery and human trafficking. This statement sets out the steps that Afiniti Consultants LLP (Afiniti) has taken to ensure that slavery and human trafficking are not taking place in our supply chains or any part of our business. Afiniti operates from the UK and USA and our team are located predominantly in these locations, with small numbers in Canada and Europe. We provide services to leading global enterprises, including top-tier organisations in the life sciences, energy and transport sectors.

Afiniti deems our operational risk to be low in both our service offerings and supply chain in relation to slavery and human trafficking. Acting with integrity is one of our core values and we are committed to maintaining professional and ethical standards throughout all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains. We have a zero-tolerance approach to modern slavery and human trafficking and expect our suppliers to hold the same standards and have similar behaviours or policies in place.

We expect all our team and 3rd parties including contractors, consultants, agency workers, agents or service providers when representing the company to strive to maintain our highest standards of conduct and ethical behaviour when operating our supply chain both at home and abroad.

Afiniti only uses reputable agencies to source labour and verifies the practices of any new agency before accepting its workers.

We ensure suppliers adhere to our highest standards and where necessary are required to demonstrate they provide safe working conditions and treat their workers with respect and dignity. Serious violations to this code of conduct would result in the business relationship being terminated.

The organisation encourages all its team to report any concerns or any rise to the risk of slavery or human trafficking related to its direct activities or supply chain, without the fear of retaliation and in the knowledge that all concerns disclosed will be treated confidentially.

Afiniti undertakes due diligence when considering a new supplier and regularly reviews its existing suppliers. We understand our purchasing practices could have an influence on the supply chain and should therefore be designed to prevent purchases that are unrealistically low or use labour engaged on unrealistically low wages or wages below a country's national minimum wage.

A training and awareness programme would be initiated across all departments of the organisation if Afiniti deem the operational risk to increase. This risk is actively monitored via our risk analysis of the operational countries and our supplier reviews.

This voluntary slavery and human trafficking statement is made for the financial year ending 31 March 2027. It was approved by the Afiniti Leadership Team on the 17 February 2026.