

## MODERN SLAVERY STATEMENT

3 March 2025

Policy effective from	15 July 2025
Owner	People Director
Approved by	Board
Policy applies to	All employees and workers of Frontier (including but not limited to Associates, temporary staff and Interns) 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.

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

## POLICIES AND TRAINING

Our policies reflect our commitment to ensuring there is no modern slavery or human trafficking in our supply chain or any area of our business. 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.

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 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. Critically:

- 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 to ensure it is up to date and in accordance with section 54(4) of the Modern Slavery Act 2015.
- 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, France, Germany, Republic of Ireland, Spain and the United Kingdom.

## 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 in July 2024. It is reviewed each financial year (ending 30th April). All concerns regarding modern slavery should be addressed to the People Director in the first instance.

## Annex A – Review schedule

Review by date	Reviewer	Date Reviewed	Date Approved	Notes
30 April 2025	Mel Moser	3 March 2025		Included cover sheet and review schedule; included monitoring of completion rates
30 April 2026				
30 April 2027				