



Modern Slavery & Anti- Human Trafficking Statement

Signed:

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March 2018

1. Human Dynamics' Organisational Structure

Human Dynamics is a private international development company based in Vienna, Austria, as well as incorporated in London, United Kingdom. Our mission is to make a lasting difference in the world by helping people improve their lives. Human Dynamics operates worldwide to accomplish this mission and has a strong presence in developing countries around the world including Europe, Asia and the Pacific, Africa and the Middle East.

Human Dynamics is led by its Management Team, which is responsible for setting and reinforcing a culture of ethical behaviour and compliance. Our Head of Compliance and Legal Affairs and our Management Team, which is comprised of Practice Leaders, the head and Deputy Heads of the Implementation Department, are ensuring company's compliance with international and national laws and standards and our internal policies. Our Code of Conduct and other policies we have in place guides employees and affiliates to areas of ethical risk, and provides guidance on recognizing and handling issues, including suspected human-rights violations, properly.

2. Human Dynamic's Policies and Procedures

Human Dynamics has a zero-tolerance position on violations of anti-human trafficking and anti-modern slavery laws. If we find breaches of these laws within our supply chain, we will look to support companies in their efforts to comply with the legislation. We will also actively consider how we support or conduct business with organisations involved in slavery, human trafficking or child labour.

We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

We will only engage with vendors, suppliers, consultants, subcontractors, grantees, and clients who demonstrate a serious commitment to the health and safety of their workers and operate in compliance with human rights laws. All contracts issued to third-party suppliers, vendors, consultants, and grantees ("contractors") require compliance with Human Dynamics' and our Clients' core values as described in the Code of Conduct.

All Human Dynamics' employees are expected to review and understand our Code of Conduct and other policies in place, and all employees and contractors will adhere to the Code and other policies. Every employee agrees that he/she reads, understands and complies with this policy. All employees of Human Dynamics are responsible for the prevention, detection and reporting of modern slavery in any part of our business or supply chains. Employees and anyone acting on behalf of the company are required to avoid any activity that might lead to a breach of Code of Conduct, our policies, and the Modern Slavery Act 2015.

If anyone believes or suspects that, a conflict with, or a breach of our Code of Conduct or any other policies has occurred, or may occur in the future, they should notify our Head of Compliance and Legal Affairs as soon as possible or by following our Whistleblowing Policy. Employees are encouraged to raise concerns about suspicions of Modern Slavery in any parts of our business or supply chains at earliest possible stage.

Human Dynamics has a strict non-retaliation policy. We will not discharge, demote, suspend, threaten, harass, or in any manner discriminate against any person in terms and conditions of employment based upon any lawful actions that person may take in making a good-faith report of ethics or compliance concerns.

Human Dynamics' other policies include:

- Modern Slavery and Human Trafficking
- Anti-Corruption

- Child Protection
- Code of Conduct
- Environmental
- Whistleblowing
- Equality and Diversity
- Performance Management
- Security
- Recruitment
- Grievance
- Privacy
- Cyber-Security & IT
- Due Diligence

3. Due Diligence Process

As Human Dynamics works in multiple countries, we are responsible for complying with restrictions from various governments, therefore we exercise due diligence on all aspects of our work. Human Dynamics consider the nature and the business practices of every party we engage with to ensure that vulnerable workers are not being trafficked or enslaved in filling positions of low or unskilled labour along the supply chain. This is applicable to our sub-contractors, suppliers, employees and external consultants or anyone acting on behalf of the company. At Human Dynamics, we always promptly investigate and respond to any allegations or reports of potential violations of human rights.

4. Assessing and Managing Risk

Practice Leaders, the Head as well as Deputy Heads of the Implementation Department, line managers and programme managers and managers have a special responsibility to lead by example, to establish the expectations for behaviour within the organisation, and regularly speak with staff about the importance of ethics to maintain a work environment that is not only knowledgeable about assessing and managing risks, but also conducive to openness in reporting potential violations.

Our Management Team in collaboration with our Head of Compliance, ensures that all employees are properly aware and meet the ethical standards laid out in the Code. In addition, we monitor risks of supply-chain slavery and human trafficking issues. All members of the organisation can propose changes needed in policy and practice to better assess and manage risk.

5. Available Training

Human Dynamics conduct training on our Code of Conduct and above mentioned policies. In addition, all employees are required to attend an annual refresher session. A formal attendance is taken, and our employees are required to review, understand, and comply with Human Dynamics' Code of Conduct and policies. In addition, Human Dynamics is taking steps to comply with the Modern Slavery Act 2015 by developing awareness training on modern-day slavery and human trafficking – currently we conduct training on the Modern Slavery and Human Trafficking Policy we have in place.