



Modern Slavery and Human Trafficking Statement

Issue date: June 2024

Next review: June 2025

Introduction

This Modern Slavery and Human Trafficking Statement is a response to Section 54(1), Part 6 of the Modern Slavery Act 2015 and relates to actions and activities for the financial year ending 31 December 2024.

Change Management Library Ltd (CML), referred to as "the Company", "we", "us", or "our", is committed to preventing slavery and human trafficking violations in its own operations and supply chain. We have zero-tolerance towards slavery and require our supply chain to comply with our values.

Organisational structure

CML is a leading provider of exceptional Change Management Solutions, specialising in enabling effective transformations that prioritise people throughout the change process. We are a UK-based company with a focus on social mobility.

We offer:

- **Training:** As a Qualified Education Provider, we deliver accredited ACMP change management courses designed for organisations undergoing transformations. Our immersive training programs cater to various change initiatives, from IT implementation to cultural shifts.
- **Consulting:** We provide change management consultancy services in Culture Change, IT & Digital Change, and Organisational Design & Delivery. We take pride in achieving tangible results for both private and public sector clients, while also promoting social mobility. Our commitment extends beyond project outcomes, as we consciously build a team that reflects diverse socio-economic and ethnic backgrounds. This fosters an inclusive environment that champions innovation and delivers solutions with a broad spectrum of perspectives.

Due to the nature of our services and the focus on knowledge-based resources, CML has a low inherent risk of modern slavery within its operations or supply chain.

Due diligence

We conduct due diligence to ensure we partner with reputable suppliers. Additionally, we expect all our suppliers to meet legal and ethical standards as a condition of doing business with us, aligning with our Procurement and Social Value Policy.

Risk and compliance



The majority of our supply chain consists of UK-based companies operating in low-risk industries, such as education and professional services. We do not manufacture or sell physical goods, eliminating associated supply chain risks.

Approval

This statement has been approved by the Non-Executive Board of Directors of Change Management Library LTD.

A handwritten signature in black ink, appearing to read 'M. Olafioye', with a horizontal line underneath.

Marybeth Olafioye
Managing Partner
Change Management Library LTD