

# MODERN SLAVERY & HUMAN TRAFFICKING

## STATEMENT

### Introduction

This Modern Slavery and Human Trafficking Statement is a response to Section 54(1), Part 6 of the Modern Slavery Act of 2015 and relates to actions and activities for the financial year ending April 2023.

Rangam Consultants Incorporated (“the Company”, “we”, “us”, or “our”) is committed to preventing slavery and human trafficking violations in its own operations, its supply chain, and its products. We have zero-tolerance towards slavery and slavery and require our supply chain to comply with our values.

### Organizational Structure

Rangam is a global minority, woman, and disability-owned workforce solutions company where our philosophy ‘Empathy Drives Innovation’ influences everything we do. As one of the fastest-growing professional staffing agencies providing autism jobs, we specialize in attracting and retaining both neurotypical and neurodiverse talent globally for IT, Engineering, Scientific, Clinical, Healthcare, Administrative, Finance, and Business Professional sectors while integrating veterans and individuals with disabilities into the workforce.

At Rangam, our mission is to improve the quality of life for our candidates while providing exceptional service to our clients. We do this by delivering an integrated and inclusive recruiting solution that combines technology, training, and education to our candidates while providing our clients with a diverse network of qualified talent, including neurodivergent candidates seeking ability jobs.

Rangam Consultants, Incorporated is the parent company of the Rangam Consultants, Ltd., and has business operations in the United States as well as:

- ✓ United Kingdom
- ✓ India
- ✓ Canada
- ✓ Ireland
- ✓ Switzerland

Rangam is passionate about our mission and firm with our beliefs. This statement is intended to fulfil the legal requirement for a slavery and human trafficking statement.

We operate in the Consultant Services sector. The nature of our supply chains is as follows: we work with a few key direct suppliers, who provide us with goods, such as equipment for our premises, and services, such as business processes.

For more information about the Company, please visit our website: <https://rangam.com>.

### Due Diligence

As part of our efforts to monitor and reduce the risk of slavery and human trafficking occurring in our supply chains, we have adopted the following due diligence procedures:

- ✓ Internal supplier audits.

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- ✓ External supplier audits.

Our due diligence procedures aim to:

- ✓ Identify and action potential risks in our business and supply chains.
- ✓ Monitor potential risks in our business and supply chains
- ✓ Reduce the risk of slavery and human trafficking occurring in our business and supply chains.

### Risk and Compliance

The Company has evaluated the nature and extent of its exposure to the risk of slavery and human trafficking occurring in its UK supply chain through:

- ✓ Evaluating the slavery and human trafficking risks of each new supplier
- ✓ Evaluating slavery and human trafficking risks of each current suppliers

We do not consider that we operate in a high-risk environment because the majority of our supply chain in the UK is in low-risk industries, such as services.

We do not tolerate slavery and human trafficking in our supply chains. Where there is evidence of failure to comply with our procedures by any of our suppliers, we will require that supplier to remedy the non-compliance.

### Effectiveness

The Company uses Key Performance Indicators (KPIs) to measure its effectiveness and ensure that slavery and human trafficking is not taking place in its business and supply chains. These KPIs are as follows:

- ✓ We will carry out a regular audit of suppliers - 60% of suppliers each year.
- ✓ We will provide annual training to staff levels

A key part of our slavery and human trafficking strategy is to promote cultural change through training. By next financial year we will provide training based on a 3-level phase that will include methods to report concerns, and our zero tolerance towards Modern Slavery and Human Trafficking. We will:

- ✓ Provide training to all Leadership during phase one
- ✓ Provide training to all supervisors and managers during phase two
- ✓ provide training to all employees during phase three

The statement was approved by Lee Corless.

Lee Corless, SVP, Head of Global Expansion, People & Culture  
Rangam Consultants Incorporated  
Rangam Consultants, Ltd

# MODERN SLAVERY & HUMAN TRAFFICKING RANGAM Empathy Drives Innovation®

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Date: 5<sup>th</sup> August 2022

06/08/2022

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Lee Corless

Global Head of People & Culture

Signed by: 0c62c130-b8bc-4508-a828-2d00e136a98b