6POINT6

Modern Slavery Statement

6point6

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Our commitment

At 6point6, we want to have a positive impact on our planet and its people, both through what we do and how we do it. In recognising our responsibility to prevent modern slavery in all its forms, we commit to respecting the human rights of anyone working for us in any capacity and pledge to take every measure within our power to maintain a supply chain that is unblemished by such activities.

Our business operations and supply chains

We are a UK-based technology consultancy, helping our clients make brilliant ideas happen through seamlessly connected digital transformation that is secure by design. Our client base is predominantly in the UK; we occasionally provide services for overseas clients.

At the end of financial year 2023, we employed over 350 people in the UK to provide technical consulting services. Due to the nature of our work in designing secure technology-driven solutions for central government, defence and finance sectors, our employees are skilled professionals vetted at least to Baseline Personnel Security Standard (BPSS) and in many cases to Security Check (SC) level or higher.

Most of our staff are permanent employees or on fixed term contracts. In addition, we engage a small number of subject matter expert (SME) contractors who are also vetted to appropriate security levels.

We use a range of suppliers, who provide products and services from office management to computer hardware and software. Many of our suppliers, particularly those who provide computer hardware and software, are global companies.

Our policies

We seek to always conduct our business honestly and with integrity, and we expect all staff to maintain high standards. We encourage a culture of openness and accountability and publish a range of policies to document our ways of working. We have two policies that pertain to this statement:

- Modern Slavery policy
- Whistleblowing policy

Our Modern Slavery policy, which reflects the information in this statement, is currently under review and we will publish it shortly.

Our Whistleblowing policy covers suspected wrongdoing and dangers – such as modern slavery – in the workplace. This policy is set out to assure our workers that they can raise any matters of genuine concern of malpractice in the workplace without fear of reprisals, even if they turn out to be mistaken. We take all reported concerns seriously, treat them confidentially and investigate them appropriately.

Risks and risk assessments

We consider our direct employment activities to be low risk for modern slavery, due to the nature of our work, skilled workforce and rigorous screening processes. We have ascertained that our main risk of modern slavery is through our supply chain.

To mitigate risks of modern slavery in our supply chain, we start by seeking reputable suppliers. For example, many of our hardware and software suppliers are large global companies with well-defined policies to prevent modern slavery.

We also use Risk Ledger, an industry-recognised, third-party risk management tool to onboard and regularly review our suppliers. The onboarding process includes specific questions about modern slavery. We analyse the results and investigate any concerns. To date, we have not identified any modern slavery issues in our supply chain.

Monitoring – due diligence processes and KPIs

We address modern slavery risks through due diligence processes, and we track KPIs to measure our processes and highlight opportunities for improvement.

Due diligence processes

As discussed previously, the nature of our work requires that we screen new staff to BPSS or a higher security level.

We evaluate potential suppliers and regularly review existing suppliers by conducting supplier audits through Risk Ledger. Our audits include specific questions that cover modern slavery.

KPIs

We will monitor the following KPIs and review them quarterly at leadership team meetings:

- Percentage of employees who have completed modern slavery training
- Number of reports made of suspected modern slavery at 6point6
- Number of reports of suspected modern slavery for our suppliers from Risk Ledger

Training

All new staff are assigned modern slavery training at induction and must complete it to pass probation. A refresher course is also included in our annual compliance training, which all staff must complete.

We have also established an Employee Resource Group on equality, diversion and inclusion which promotes awareness and will consider modern slavery at grass-roots level.

Next steps

During the next financial year, we will continue to monitor our progress, making improvements where we can. We plan to:

- Publish our Modern slavery policy
- Establish a code of conduct for suppliers
- Complete the Modern Slavery Assessment Tool (MSAT) online questionnaire to provide additional insight into our risks and mitigations
- Onboard new suppliers into our risk assessment process
- Follow our key suppliers in the media to keep informed about modern slavery concerns
- Review our goals and key performance indicators

The above statement has been approved on 31 August 2023 by:

Nefyn Jones, Chief Executive Officer