

Issued in accordance with Section 54(1) of the Modern Slavery Act 2015

MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

Introduction

Carver Coaching Ltd is committed to preventing modern slavery, servitude, forced labour and human trafficking in all aspects of our business and supply chain. This statement outlines the steps we take to ensure that modern slavery is not taking place within our organisation or our supply chains.

About Carver Coaching Ltd

Carver Coaching Ltd is a UK-based leadership coaching and organisational development consultancy. The business is led and managed by Lisa Carver / Martin, Director. Services are delivered through a small network of experienced Associate Executive Coaches operating as subcontractors. Our work primarily involves professional services including executive coaching, leadership development and facilitation for public sector and corporate clients.

Our Commitment

Carver Coaching Ltd operates a zero-tolerance approach to modern slavery and human trafficking.

- We are committed to acting ethically and with integrity in all business dealings and relationships.
- We are committed to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our business or supply chains.

As an equal opportunities organisation, we are committed to maintaining a respectful, inclusive and safe working environment. We encourage openness and expect all personnel to raise concerns without fear of detriment.

Risk Assessment

Due to the professional and consultancy-based nature of our services, we assess the risk of modern slavery within our direct business operations as low. Our supply chain is limited and primarily UK-based, consisting of professional service providers such as:

- Associate executive coaches
- IT and software providers
- Professional advisers
- Training and venue providers

Despite the low risk profile, we recognise our responsibility to remain vigilant and proactive.

Recruitment and Associate Engagement

We ensure that:

- All Associates and contractors are legally entitled to work in the UK.
- Engagement terms are clear, transparent and free from coercion.
- Individuals operate on a voluntary, contractual basis.
- Fair and ethical payment practices are maintained.

All Associates are provided with relevant policies at the point of engagement and are required to adhere to our professional and ethical standards.

Policies and Governance

The following policies support our commitment to preventing modern slavery:

- Code of Conduct
- Ethics Policy
- Whistleblowing Policy
- Bullying and Harassment Policy
- Equality, Diversity and Inclusion Policy
- Anti-Bribery and Corruption Policy

These policies are communicated to Associates and reviewed periodically.

Supply Chain Due Diligence

Where relevant, we:

- Work with reputable UK-based suppliers.
- Expect suppliers to comply with the Modern Slavery Act 2015.
- Include contractual provisions requiring compliance with applicable legislation.
- Avoid knowingly engaging with organisations involved in unethical labour practices.

Training and Awareness

Carver Coaching Ltd ensures that individuals involved in recruitment, procurement and contract management are aware of modern slavery risks and understand how to identify and report concerns. Personnel are encouraged to raise concerns through appropriate reporting channels.

Ongoing Commitment

We will:

- Review this statement annually
- Continue to monitor risk within our supply chain.
- Maintain a zero-tolerance stance towards modern slavery and human trafficking.
- Take appropriate action should any concerns arise.

The Director retains overall responsibility for ensuring compliance with this statement.

Signed:

Name:



ING DIRECTOR OF CARVER COACHING LTD

Dated: January 11th, 2026

Next Review: January 2027