



MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

Impact Justified Ltd

Statement Period:	Financial Year Ending [2026]
Date of Approval:	[09/01/2026]

1. Introduction

This statement is made voluntarily by Impact Justified Ltd. Although we are not a "relevant commercial organisation" under Section 54 of the Modern Slavery Act 2015 (as our annual turnover is below the £36 million threshold), we are committed to upholding the principles of the Act and playing our part in combating modern slavery and human trafficking.

Modern slavery is a serious crime and a violation of fundamental human rights. It takes various forms, including slavery, servitude, forced and compulsory labour, and human trafficking. As an organisation that advises on social value and wellbeing, we believe we have both a moral responsibility and a professional duty to ensure our business and supply chain are free from modern slavery.

2. About Impact Justified Ltd

Impact Justified Ltd is a consultancy specialising in social value, sustainability, and wellbeing impact assessment. We work with infrastructure investors, public sector bodies, and purpose-driven organisations across sectors including nuclear, defence, water, energy, transport, and healthcare.

The business is led by John Edwards as sole director and currently operates without employees. Our supply chain is limited, consisting primarily of professional services, IT and software providers, and occasional subcontracted consultancy support.

3. Our Commitment

Impact Justified Ltd is committed to:

- Acting ethically and with integrity in all business dealings and relationships
- Ensuring that modern slavery and human trafficking are not taking place in our business or supply chain
- Being vigilant to the risks of modern slavery, however small they may be in our context
- Supporting the objectives of the Modern Slavery Act 2015

4. Risk Assessment

Given the nature of our business, we assess our risk of exposure to modern slavery as low. This assessment is based on the following factors:

- We are a consultancy with no manufacturing, production, or physical supply chains
- We operate solely in the United Kingdom, a jurisdiction with strong labour protections
- Our supply chain is limited, consisting primarily of established professional service providers
- We do not engage low-skilled labour or use recruitment agencies for temporary workers
- We do not operate in sectors or regions identified as high-risk for modern slavery

However, we recognise that modern slavery can exist in any sector and remain vigilant to potential risks, particularly if our business model or supply chain changes in the future.

Impact Justified Limited

Registered in England & Wales | Company No. 16831244 | VAT No. 507 8931 67
Registered Office: Lynmere Moss Farm, Delamere, CW8 2JD



5. Due Diligence and Supply Chain

To mitigate the risk of modern slavery in our operations and supply chain, we take the following steps:

- We consider modern slavery risks when selecting suppliers and subcontractors
- We favour suppliers who demonstrate commitment to ethical practices and, where applicable, publish their own modern slavery statements
- Should we engage associates or subcontractors, we will ensure they are aware of and committed to upholding the principles of this statement
- We will not knowingly engage any organisation involved in modern slavery or human trafficking

6. Our Work and Influence

Beyond our own operations, we recognise that our consultancy work gives us an opportunity to support the broader fight against modern slavery. Through our social value and impact assessment services, we can:

- Help clients understand modern slavery risks in their own supply chains
- Support the integration of ethical labour practices into social value frameworks
- Advise on procurement approaches that prioritise responsible supply chains
- Raise awareness of modern slavery issues where relevant to our client engagements

7. Reporting Concerns

We encourage anyone with concerns about modern slavery in any part of our business or supply chain to raise them. Concerns can be reported to John Edwards at john@impactjustified.co.uk. We are committed to ensuring that anyone who raises a genuine concern in good faith will not suffer any detrimental treatment. All concerns will be taken seriously and investigated appropriately. Concerns can also be reported to the Modern Slavery Helpline on 08000 121 700 or online at www.modernslaveryhelpline.org.

8. Review

This statement will be reviewed annually and updated as necessary to reflect any changes in our business, supply chain, or the wider risk environment. We will continue to monitor our approach and seek opportunities to strengthen our practices.

9. Approval

This statement has been approved by John Edwards, Founder and Director of Impact Justified Ltd.

Signed:

A handwritten signature in black ink that reads "John Edwards".

Date:

09/01/2026

John Edwards
Founder and Director
Impact Justified Ltd

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