



MODERN SLAVERY STATEMENT - jan 2022

A) ORGANISATION

This statement applies to the companies, A2Z-CM UK Ltd. & A2Z-CM N.V. (referred to in this statement as 'the Organisation'). The information included in this statement refers to the financial year 2022.

OR

This statement applies to all companies within and associated to A2Z-CM (referred to in this statement as 'The Group'). The information included in the statement refers to the financial year 2022

B) ORGANISATIONAL STRUCTURE

A2Z-CM is active in UK and across EU, with offices in Belfast (A2Z-CM UK Ltd.) and Amsterdam (A2Z-CM N.V.).

Currently all Back Office activities for both offices are carried-out in Amsterdam, due to the Corona lockdown and travel restrictions. Once travel restrictions are lifted than the Belfast office will be staffed as normal.

Currently all A2Z-CM Consultants are working remotely or on-site at the client location, if needed and with the permission of the client, and in-line with the local Covid-19 guidelines.

A2Z-CM Management Team:

- Mr. Long Yip, Owner & Founder A2Z-CM & Director A2Z-UK Ltd.;
- Mrs. Marie Yip-Shiels, Financial Controller group companies;
- Mr. Adam Nichols, Director A2Z-CM N.V., the Netherlands.

A2Z-CM Group consists of the following companies and labels;

- A2Z-CM UK Ltd. (covering UK)
- A2Z-CM N.V. (covering EU)
- YIP.com (Global)

The company is 100% privately-owned, our team at A2Z-CM assists clients by analysing their organisational issues, implementing realistic cost-effective development plans and resources. Clients are offered a combination of IT and technical experience and a thorough knowledge of local laws and fiscal regulations.



A2Z-CM has consultants on-site with our clients mainly in the UK, Ireland, the Netherlands, Germany, Sweden, Luxembourg and France.

C) DEFINITIONS

A2Z-CM considers that modern slavery encompasses:

- Human trafficking;
- Forced work, through mental or physical threat;
- Being owned or controlled by an employer through mental or physical abuse or the threat of abuse;
- Being dehumanised, treated as a commodity or being bought or sold as property;
- Being physically constrained or to have restrictions placed on freedom of movement.

D) COMMITMENT

A2Z-CM acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. A2Z-CM understands that this requires an ongoing review of both its internal practices in relation to its labour force, and additionally to its supply chains.

A2Z-CM does not enter into business with any organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to A2Z-CM in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. A2Z-CM strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in the UK & the EU, in fact A2Z-CM employs all labour directly, paying their salaries, payroll tax and social securities according to the laws in the country where they live and work.

E) SUPPLY CHAINS

In order to fulfil its activities, all A2Z-CM consultants are employed directly by A2Z-CM, either sourced by our internal HR/recruiters or in some cases by external recruitment partners. If allowed under local legislation we may use the services of freelancers.

F) POTENTIAL EXPOSURE

In general, A2Z-CM considers its exposure to slavery/human trafficking to be low. Nonetheless A2Z-CM has taken steps to ensure that such practices do not take place in its business nor the business of any organisation that supplies goods and/or services to A2Z-CM.



G) IMPACT OF COVID-19

During the reporting period covered by this statement, the COVID-19 pandemic had taken hold. For several months, the UK and EU was placed into lockdown in order to stem the spread of COVID-19. This created several challenges for A2Z-CM, as it did for others across the nation.

A2Z-CM welcomes the UK Government's decision, as confirmed in April 2020, to allow for a delay of up to 6 months in the publication of modern slavery statements without the risk of facing penalty.

A2Z-CM concludes that the COVID-19 pandemic did not adjust the risk of modern slavery to a level above that which existed before the pandemic, which is as set out under the article 'POTENTIAL EXPOSURE' above.

During the pandemic, the Group's employees still had access to the grievance procedure in order to raise any concerns that they may have.

In line with emergency legislation passed by the Government, Group employees have been paid Statutory Sick Pay during periods of self-isolation where it has not been possible to agree a temporary period of homeworking.

A2Z-CM's modern slavery risks were subject to the same monitoring procedures during the pandemic as at all other times.

H) STEPS

A2Z-CM carries out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in its organisation or supply chains, including conducting a review of the controls of its suppliers.

A2Z-CM has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.

In accordance with section 54(4) of the Modern Slavery Act 2015, A2Z-CM has taken the following steps to ensure that modern slavery is not taking place:

- All A2Z-CM employees are on the payroll of A2Z-CM;
- A2Z-CM's company policy is to keep the supply chain as short as possible and therefore we do not to hire "resources" from 3rd parties;
- A2Z-CM has a dedicated compliance team (compliance@A2Z-CM.com) not only KYC, Credit Check, Screening, ID Verification, but also ALM is being performed on any potential new employee, supplier (freelancer) and client.



I) KEY PERFORMANCE INDICATORS

A2Z-CM has set the following key performance indicators to measure its effectiveness in ensuring modern slavery is not taking place in A2Z-CM or its supply chains.

- *All A2Z-CM employees are on the payroll of A2Z-CM. No resources are hired from 3rd parties as a strict company policy.*

J) POLICIES

A2Z-CM has the following policies which further define its stance on modern slavery;

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/655504/6.3920_HO_Modern_Slavery_Awareness_Booklet_web.pdf

K) TRAINING

A2Z-CM provides the following training to staff to effectively implement its stance on modern slavery;

<https://www.gla.gov.uk/>

L) SLAVERY COMPLIANCE OFFICER

A2Z-CM has a Slavery Compliance Officer (Compliance@A2Z-CM.com), to whom all concerns regarding modern slavery can be addressed, and who will then undertake relevant action with regard to A2Z-CM obligations in this regard.

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2015 and will be reviewed in each financial year.

Date of approval 01-01-2022

Signed

Long Yip, Owner and Founder

Date 1st January 2022