

Modern Slavery Statement

Jenny Garrett Global (Reflexion Associates Limited)

Financial year ending: March 2025

Introduction

This statement is made voluntarily by Jenny Garrett Global (trading as Reflexion Associates Limited). While we're not legally required to publish a modern slavery statement due to our size, we believe it's the right thing to do.

Modern slavery is a crime and a serious violation of human rights. It takes various forms including slavery, servitude, forced labour and human trafficking. We have zero tolerance for modern slavery in our business and supply chains.

Our Business

We're a leadership development consultancy specialising in inclusive leadership, coaching and training. We work with large organisations including corporates, charities and government bodies across the UK.

Our team consists of a small number of employed staff and a network of associate facilitators and coaches who deliver programmes on our behalf.

Our Supply Chains

Our supply chains are relatively simple and low-risk. They primarily include:

- Associate facilitators, trainers and coaches (UK-based professionals)
- Technology and software providers
- Professional services (accountants, legal advisors)
- Office supplies and printing
- Venue hire for training delivery

Our Policies

We have policies and procedures in place to identify and prevent modern slavery:

- Our recruitment processes ensure all workers have the right to work in the UK
- We pay all staff and associates fairly and above minimum wage
- Our Whistleblowing Policy enables concerns to be raised safely
- We expect suppliers to share our commitment to ethical practices

Due Diligence

We take the following steps to identify and mitigate risks:

- Vetting associate facilitators and checking their right to work
- Reviewing key suppliers' ethical practices
- Including modern slavery provisions in contracts where appropriate

Training

Our team is made aware of modern slavery issues and knows how to report concerns. As a small business, this is communicated directly and reinforced through our policies.

Reporting Concerns

If you have any concerns about modern slavery in our business or supply chains, please contact Jenny Garrett at jenny@jennygarrett.global. All reports will be taken seriously and investigated.

Our Commitment

We're committed to improving our practices and will review this statement annually.

Signed: Jenny Garrett OBE

Date: December 2025

Next review: December 2026