

Modern Slavery Statement

This statement is published by Isaka Consultancy (Pty) Ltd. and its director(s) Bandile M. Zwane under section 54(1) of the UK Modern Slavery Act 2015 (the “Act”) for the financial year ending 25 March 2025.

About Isaka Consultancy (Pty) Ltd.

Isaka Consultancy (Pty) Ltd. is a consulting firm operating in South Africa and The Democratic Republic of Congo. Our company is dedicated to providing high-quality consulting services while upholding ethical and socially responsible business practices.

Prohibition of Modern Slavery

Isaka Consultancy (Pty) Ltd. remains firmly committed to ensuring that there is no form of slavery, servitude, forced or compulsory labour, or human trafficking (collectively, “Slavery”) in our operations. This commitment is reflected in our Code of Conduct and Human Rights Policy, both of which are shared and made available publicly on our website.

Compliance

The prevention, detection, and reporting of human rights violations in any part of our business or supply chain is the responsibility of all those working for Isaka Consultancy (Pty) Ltd., and we expect our people to maintain the utmost standards in conformity with these principles. Our Compliance team oversees our commitment to preventing Slavery.

Managing Modern Slavery Risks in Our Operations

We aim to maintain a safe and collegial working environment in which human rights are upheld and our employees can thrive. We require all employees to receive Code of Conduct training on our core values and reaffirm their commitment to abide by the Code of Conduct on an annual basis.

Managing Modern Slavery Risks in Our Supply Chain

We source goods and services globally, including from countries and industries where the risk of Slavery may exist. Our relationships with suppliers are based on ethical and sustainable practices. We have implemented measures to ensure that our suppliers adhere to our standards, including prohibiting forced labour, and child labour, and ensuring fair wages.

Legal Consequences for Breach of Contract:

Any breach of the terms outlined in this Modern Slavery Statement by Isaka Consultancy (Pty) Ltd. or its stakeholders may result in severe legal consequences. These consequences may include, but are not limited to:

1. Legal Action: Isaka Consultancy (Pty) Ltd. reserves the right to take legal action against any individual or entity found to be in breach of the terms of this statement. Legal action may include civil litigation to recover damages or injunctive relief to enforce compliance.
2. Termination of Contracts: Isaka Consultancy (Pty) Ltd. may terminate contracts with suppliers, partners, or stakeholders found to be in breach of the Modern Slavery Statement. Termination of contracts may occur immediately upon discovery of the breach, without notice or compensation.
3. Criminal Liability: Individuals or entities found to be engaged in modern slavery practices may be subject to criminal prosecution under relevant national and international laws. This may result in fines, imprisonment, or other penalties as prescribed by law.
4. Reputational Damage: Breach of the Modern Slavery Statement may lead to significant reputational damage for Isaka Consultancy (Pty) Ltd. and its stakeholders. Negative publicity, loss of trust, and damage to brand reputation can have long-lasting and far-reaching consequences.
5. Regulatory Sanctions: Isaka Consultancy (Pty) Ltd. may be subject to regulatory sanctions, fines, or penalties imposed by governmental authorities or regulatory bodies for non-compliance with modern slavery legislation or failure to uphold the terms of this statement.
6. Remediation Costs: Isaka Consultancy (Pty) Ltd. may incur additional costs associated with remediation efforts, such as implementing corrective measures, conducting investigations, and addressing any harm caused by the breach.

It is imperative that all parties associated with Isaka Consultancy (Pty) Ltd., including employees, suppliers, partners, and stakeholders, adhere strictly to the terms outlined in this Modern Slavery Statement to avoid legal consequences and uphold ethical business practices.

Risk Assessment

We continuously assess the risk of Slavery in our operations and supply chain, and we work with our stakeholders to implement effective controls to mitigate these risks.

Onboarding

We require suppliers to sign statements confirming their compliance with our expectations on labour practices and our Code of Conduct.

Management

We monitor our suppliers' performance and conduct audits to ensure compliance with our labour expectations.

Training

We provide training to our employees on identifying and reporting signs of forced labour and human trafficking.

Effectiveness

We monitor the effectiveness of our policies and procedures through internal audits and reporting mechanisms.

Signed for and on behalf of Isaka Consultancy (Pty) Ltd.:

A handwritten signature in black ink, appearing to be 'Bandile M. Zwane', with a large, stylized initial 'B' and a long, sweeping horizontal stroke extending to the right.

Bandile M. Zwane
Director

This statement was approved by the Board of Director(s) of Isaka Consultancy (Pty) Ltd. and of each of its relevant subsidiaries, as listed below, in compliance with the UK Modern Slavery Act. The Board of Directors of Isaka Consultancy (Pty) Ltd. approved this statement on 17 April 2024.