



Modern Slavery Statement

Introduction

This statement is made voluntarily by Novi (Forward Ladies Limited). While we're not legally required to publish a modern slavery statement due to our size (our turnover is below the £36 million threshold at which a statement is required under the UK Modern Slavery Act 2015), 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 and talent development consultancy specialising in women's development programmes, keynote speaking, coaching, and workshops, including delivery of the annual Novi Awards. We work with organisations across the UK.

Our team consists of a small number of employed staff, led by director Griselda Togobo, alongside a global network of associate facilitators, speakers and coaches, based both in the UK and internationally, who help deliver programmes and events on our behalf.

Our Supply Chains

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

- Associate facilitators, speakers and coaches (based in the UK and internationally)
- Event venues and contractors (e.g. AV, staging, catering for the Novi Awards)
- Technology and software providers
- Professional services (accountants, legal advisors)
- Office supplies and printing

Our Policies

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

- Our recruitment and engagement processes ensure all workers and associates have the right to work in the jurisdiction where they are engaged
- We pay all staff and associates fairly and at least in line with applicable minimum wage requirements
- Our Code of Conduct sets out our expectations on human rights, fair treatment and ethical business practice, and applies to employees, associates and subcontractors alike
- Concerns can be raised directly and safely, without fear of retaliation (see Reporting Concerns below)
- We expect suppliers and associates to share our commitment to ethical practices

Due Diligence

We take the following steps to identify and mitigate risks:

- Vetting associate facilitators, speakers and coaches, and checking their right to work in the jurisdiction where they are engaged, including for overseas engagements
- Reviewing key suppliers' and venues' ethical practices where practicable
- Including modern slavery and ethical conduct expectations in contracts and agreements where appropriate
- Applying additional care when engaging associates or suppliers internationally, recognising that risk can vary by jurisdiction

Training

Our team is made aware of modern slavery issues and knows how to report concerns. As a small business, this is communicated directly by Griselda Togobo and reinforced through our Code of Conduct and this statement.

Reporting Concerns

If you have any concerns about modern slavery in our business or supply chains, please contact Griselda Togobo directly at griselda.togobo@wearenovi.com. All reports will be taken seriously and investigated.

Our Commitment

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

Approved by: Griselda Togobo Date: 12 August 2026
