

SK4L: Modern Slavery and Human Trafficking Statement

1 Opening Statement

We are committed to improving our practices to combat slavery and human trafficking. Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour, and human trafficking, all of which have in common the deprivation of a person's liberty by another to exploit them for personal or commercial gain.

We have a zero-tolerance approach to modern slavery. We are committed to acting ethically and with integrity in all our business dealings and relationships, and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains.

2. Organisational Structure and Supply Chains

This statement applies to all business activities, operations, and relationships of our organisation. Our supply chains include the sourcing of products, materials, and services from various third-party suppliers, contractors, and partners globally. We expect the same high standards from all of our contractors, suppliers, and other business partners.

3. Our Policies on Slavery and Human Trafficking

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

- **Anti-Slavery Policy:** Reflecting our commitment to acting ethically and with integrity in all our business relationships.
- **Whistleblowing Policy:** Encouraging all employees, customers, and other business partners to report any concerns related to the direct activities or the supply chains of the organisation.
- **Employee Code of Conduct:** Making clear to employees the actions and behaviour expected of them when representing the organisation.

4. Due Diligence Processes

As part of our initiative to identify and mitigate risk, we aim to put systems in place to:

- * Identify and assess potential risk areas in our supply chains.
- * Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- * Monitor potential risk areas in our supply chains.
- * Protect whistleblowers.

5. Supplier Adherence to Our Values

We have zero tolerance for slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our values, we intend to review our supply chain relationships and, where appropriate, request that suppliers confirm their compliance with anti-slavery laws.

6. Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide relevant training or guidance to our staff where applicable.

7. Approval

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 (or equivalent local legislation) and constitutes our organisations slavery and human trafficking statement for the current financial year.

Approved by: Mr S Yates & Ms H Newsome

Position: Managing Directors

Date: 01.04.2026

Organisation Name: Community Education Skills 4 Life