

SLAVERY AND HUMAN TRAFFICKING STATEMENT



This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Leaders in Business's slavery and human trafficking statement.

ORGANISATIONAL STRUCTURE

Leaders in Business is an independent training provider and its core business is delivering education and training.

SUPPLY CHAIN MANAGEMENT

The organisation sources a wide range of goods and services from suppliers across the United Kingdom.

In all its dealings with those suppliers the college strives to ensure that the highest ethical standards are reached at all times. As part of this ongoing requirement, there will be increased focus on the requirements for a long-term commitment by those suppliers to eradicate slavery and human trafficking in their own business and supply chains.

We are working towards understanding all potential modern slavery risks related to college business and putting in place steps that are aimed at ensuring that there is no slavery or human trafficking within our own business and our supply chain.

DUE DILIGENCE

Leaders in Business undertakes due diligence when considering taking on new suppliers and regularly reviews its existing suppliers. Enquiries about businesses' understanding of the Modern Slavery Act 2015 are being embedded within the business questionnaires used for supplier appraisal used with tenders for the supply of goods and services, except where framework agreements are used.

There are mandatory questions and guidance relating to slavery and human trafficking being embedded in the Standard Selection Questionnaire (SQ) that the college now uses, these include:

- Mandatory exclusion for any organisation that has been convicted anywhere in the world for any offence relating to Child Labour and other forms of trafficking in human beings (including offences under sections 2 or 4 of the Modern Slavery Act 2015).
- Declaration of whether they are a relevant commercial organisation as defined by section 54 of the Modern Slavery Act 2015 and whether they are compliant with the annual reporting requirements contained within the Act.

RELEVANT POLICIES

Leaders in Business operate the following policies that are relevant to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in its operations:

- **Whistleblowing Policy** – Leaders in Business encourages all its workers, customers and other business partners to report any concerns related to direct activities, or supply chains of the organisation.
- **Staff Code of Conduct** – Makes clear to employees the actions and behaviour expected of them when representing the organisation. Leaders in Business strives to maintain the highest standards of employees conduct and are clear about our expectations regarding attendance, bullying & harassment, safeguarding and confidentiality.
- **Safer Recruitment Policy** – Leaders in Business has a robust policy for the recruitment of all staff

All these policies are reviewed annually and alongside other relevant policies the risks associated with slavery and human trafficking will be considered as part of the review process.

APPROVAL

This statement has been approved by Leaders in Business senior management and will be reviewed annually.