





# Modern Slavery Policy

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<b>Policy Approval</b>					
<b>Approval Required:</b>	<b>Please Check</b>		<b>Annual Review Required:</b>	<b>Please Check</b>	
	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>		Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
<b>Approval Panel:</b>	James Hope				
<b>Approved By:</b>	<b>Name</b>	<b>Signature</b>		<b>Date</b>	
	James Hope			01/09/2023	
<b>Policy Review Date:</b>	September 2024				
<b>Policy Writer/s:</b>	Shane Carter				

## POLICY STATEMENT

We are proud of the conditions of employment for all our employees and contractors throughout Build Skill Plus. Given the nature of our business, our senior management team considers there exists minimal risk either within Build Skill Plus directly or through our approved supply chain in support of our business activities. We are assured through a robust compliance process that all internal and external parties involved within the Build Skill's working regime are in no way tangibly supportive of nor complicit in slavery and human trafficking.

The employment and procurement practices operated by the businesses within Build Skill Plus ensure that we rightly viewed as an excellent and supportive employer, to the extent that our organisation operates as a purchaser of goods or services we expect a high level of ethical conduct from those businesses which we do business within our supply chain.

Build Skill Plus has zero tolerance to slavery and human trafficking and is committed to ensuring that there is no modern slavery or human trafficking in any part of our business.

This Anti-Slavery Policy Statement is the principal articulation of the Build Skill Plus stance on slavery and human trafficking. It is intended to inform and influence all the operational procedures within the organisation.

Our Anti-Slavery Statement reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure that slavery and human trafficking is not taking place anywhere tin out business or related supply chains.

This statement is made pursuant to Section 54 of the Modern Slavery Act 2015 and sets out the steps that the company has taken and is continuing to take to ensure that modern slavery of human trafficking is not taking place within our business or supply chain.

Modern Slavery encompasses slavery, servitude, human trafficking and forced labour. The company has a zero-tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

## Due Diligence and Implementation Processes

As part of our initiative to identify and mitigate risk (including in relation to that of (human trafficking and slavery) we operate a range of policies and procedures appropriate to our sector. These include the following areas:

- Modern Slavery and Human Trafficking Policy
- Anti-Bribery and Corruption Policy
- Safeguarding Policy
- Whistle Blowing Policy
- Prevent Policy
- Equality and Diversity Policy
- Health and Safety Policy
- Recruitment Policy

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### Our Policies

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. This policy sets out the organisation's stance on modern slavery and explains how employees can identify any instances of this and where they can go for help.
- Recruitment Procedure. We operate a robust recruitment process, including conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.
- Whistleblowing Policy. We operate a whistleblowing policy so that all employees know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals.

### Our Suppliers

The company operates a Procurement Procedure and maintains an Approved Supplier List. We conduct due diligence on all suppliers before allowing them to become an approved supplier. We require that they confirm to us that:

- They have taken steps to eradicate modern slavery within their business
- They hold their own suppliers to account over modern slavery

### Training

We regularly brief all relevant management and staff members, and ensure that our policies reach every employee, in order that they understand the signs of modern slavery and what to do if they suspect that there is any risk of it taking place within any area of our business or our supply chain.

We will communicate this statement to all staff to ensure a high level of understanding of the risks of modern slavery and human trafficking.

### Our Performance Indicators

We will know the effectiveness of the steps that we are taking to ensure that slavery and/or human trafficking is not taking place within our business or supply chain if:

- No reports are received from employees, the public, or law enforcement agencies to indicate that modern slavery practices have been identified.
- We achieve a level of communication and personal contact with every employee and their understanding of, and compliance with, our expectations regarding modern slavery.

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