
Modern Slavery Policy

What is Modern Slavery?

This Policy sets out the steps Professional Training Solutions will take to comply with the Modern Slavery Act 2015 and our commitment to acting ethically and with integrity in our organisations relationships. In addition, we are implementing processes to ensure that our systems and controls are effective in ensuring that slavery is not taking place in our supply chains.

This document sets out the policy of Professional Training Solutions with the aim of the prevention of opportunities for modern slavery to occur within the organisation or supply chain. This policy's use of the term "modern slavery" has the meaning given in the Act.

Modern slavery is a criminal offence under the Modern Slavery Act 2015 (the "Act"). The Act is designed to tackle slavery in the UK and consolidates previous offences relating to trafficking and slavery. Modern slavery can occur in various forms, including servitude, forced or compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

Professional Training Solution's statement is made in relation to this legislative requirement and confirms the steps taken to ensure that slavery and human trafficking are not taking place in the organisation (or in any supply chain).

We operate a number of policies which reflect our commitment to acting properly in all of our organisational relationships and to implementing and enforcing effective systems and controls. Our policies which contribute to minimising the risk of modern slavery and human trafficking in our organisation and our supply chain include our:

- Recruitment policy
- Whistleblowing policy
- Safeguarding policy
- Confidentiality policy

We will continue to review our policies to ensure that they are effective and appropriate. Subject to changes in legislation, this Policy will be reviewed and updated accordingly.

Slavery can take many forms. These include:

- Child trafficking
- Forced labour.
- Forced marriage.
- Sexual exploitation
- Criminal exploitation
- Domestic servitude
- Labour exploitation
- Organ harvesting

We will not tolerate slavery in any aspect of our organisation. We hold our supply chains and ourselves accountable, and we will ensure compliance with the provisions of the Modern Slavery Act 2015 in relevant aspects of our work.

Purpose:

This policy document provides an overview of our zero-tolerance approach to modern slavery. We assess risks across supply chains and have amended our procedures to ensure that our staff, contractors, consultants, and suppliers, in areas where a potential risk may occur,

Version 2.0	Page 1 of 3	Next Review Date: 4 November 2026
POL119 – Modern Slavery Policy		Owner: HR

actively work towards eradicating modern slavery. We have determined that the principal areas of risk for the organisation are:

- Our learners include apprentices and their employers.
- Sub-contractors.

We will provide guidance to colleagues on modern slavery by:

- Providing training to all staff/contractors through our induction processes.
- Running Modern Slavery awareness using our internal communication channels) to mark Anti-Slavery Day 18th October (created by Act of Parliament to raise awareness of modern slavery)
- Ensuring it is part of our due diligence process with suppliers/subcontractors that we ensure they have a robust approach and policies and procedures relating to Modern Slavery.

Our Approach to our Subcontractors/Supply Chain:

To mitigate risk within our supply chains and Subcontractors , we have implemented and communicated the following systems and controls:

- Mitigate the risk of slavery in our supply chains by being open with suppliers on how we work together.
- Ask third party providers for a copy of their Modern Slavery policy or statement. Where this is not available, we will ask third party providers to read and comply with our policy. This is carried out at the onboarding stage of all new suppliers and will be identified as part of our Due Diligence process for all Subcontractors.
- Include Professional Training Solutions' Modern Slavery clause in all Contracts.

Risk Management:

Our Modern Slavery Policy and policies around recruitment, safeguarding and procurement ensures that we have effective controls in place. Staff are encouraged to 'speak up' through our whistleblowing and confidentiality policies.

To manage our risk with suppliers and subcontractors, we will work with suppliers and contractors to acknowledge our commitment to combat slavery by inserting relevant clauses into our contracts and agreements.

Training and Awareness Raising:

To ensure a high level of understanding of the risks of modern slavery, we annually review awareness, update, and refresh at our annual Company Day, as well as ensure it is part of our induction for all staff and freelance staff. Professional Training Solution's Safeguarding Training includes the modern slavery policy. This is aimed at helping colleagues to better understand the risks and how we as an organisation are working to manage this and mitigate Modern Slavery.

How to Report Modern Slavery Concerns

Colleagues who suspect incidents or signs of modern slavery in the UK should:

- In the first instance, all modern slavery crimes should be reported to the local police by dialling 999.
- If colleagues hold information that could lead to the identification, discovery, and recovery of victims in the UK, they should contact the Modern Slavery Helpline 0800 0121 700.
- For more information, colleagues are advised to visit: www.unseenuk.org
- Alternatively, colleagues can make calls anonymously to Crimestoppers on 0800 555 111.

Version 2.0	Page 2 of 3	Next Review Date: 4 November 2026
POL119 – Modern Slavery Policy		Owner: HR

Monitoring, Review and Performance Information:

The monitoring and effectiveness of this policy will be managed by HR:

- Recording and monitoring any incidents or reports made to us which conflict with our values.
- Treating all reports and incidents in line with our confidentiality policy.
- Reviewing and strengthening our centralised procurement processes and policy, considering a range of risks, including slavery and human trafficking.

Communication:

Our zero-tolerance approach to modern slavery must be communicated to all suppliers, contractors, and business partners at the outset of our business relationship with them and reinforced as appropriate thereafter.

Breaches of this Policy:

Any employee who breaches this policy will face disciplinary action, which could result in dismissal for misconduct or gross misconduct.

We may terminate our relationship with other individuals and organisations working on our behalf if they breach this policy.

Version Date Details of Change Approved By Next Review Date

2.0 04/11/2025 Creation of Policy DK Hughes 04/11/2026

Approval: This policy has been reviewed and approved by the following individuals:

Name	Title	Signature	Date
Jackie Denyer	Managing Director		04/11/2025