

## Anti-Slavery and Human Trafficking Statement Policy and Statement

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### 1 Introduction

1.1 Step into Learning is committed to upholding ethical business practices and ensuring that slavery and human trafficking have no place in our organisation or supply chains. This statement outlines our commitment to preventing modern slavery and human trafficking and the actions we are taking to address these issues.

### 2 Scope

2.1 This statement applies to Step into Learning and all organisations within our consortium. It encompasses our business operations, supply chains, and interactions with stakeholders. Our commitment to combating slavery and human trafficking extends to all aspects of our activities.

### 3 Definition

3.1 Modern slavery and human trafficking refer to the exploitation of individuals through forced labour, servitude, or trafficking for the purposes of exploitation, such as sexual exploitation or forced criminal activity. These practices violate human rights and are criminal offenses under international law.

### 4 Policy

Step into Learning is dedicated to combating slavery and human trafficking through the following measures:

#### **Supplier Due Diligence:**

- Requiring new suppliers to declare that they are not involved in modern slavery or human trafficking and have not been subject to any investigation related to these offenses.
- Including provisions in our contract documentation that require suppliers to take steps to ensure slavery and human trafficking are not present in their supply chains.

#### **Employee Screening and Support:**

- Conducting full statutory and identity checks on employees, including Disclosure and Barring Service (DBS) checks.
- Providing all employees with induction, line manager support, and access to our Human Resources (HR) department.
- Empowering a dedicated safeguarding team trained in preventing modern slavery and human trafficking to support our workforce.

#### **Compliance Monitoring and Remedial Action:**

- Assessing instances of non-compliance on a case-by-case basis and implementing tailored remedial action.
- Trading only with suppliers who fully comply with our anti-slavery and human trafficking policy or demonstrate verifiable steps towards compliance.

#### **Annual Review and Reporting:**

- Reviewing and updating this statement as necessary or on an annual basis to ensure its effectiveness and relevance.



- Reporting on our progress in combating slavery and human trafficking to our board and stakeholders.

## **5 Conclusion**

Step into Learning is committed to promoting ethical practices and ensuring that slavery and human trafficking are eradicated from our organisation and supply chains. This statement reflects our dedication to acting with integrity and transparency in all our business relationships.

## **6 Approval**

This statement is approved by Step into Learning's board and applies to all organisations within our consortium. It is made under section 54(1) of the Modern Slavery Act 2015 and will be reviewed and updated as necessary or on an annual basis.

