

# The Link

TRAINING

## Modern Slavery Statement

All Slavery and Human  
Trafficking

# Page of Contents

- 1. Introduction**
- 2. Due Diligence Processes**
- 3. Supply Chains**
- 4. Recruitment practices**
- 5. Organisational Policies**
- 6. Performance monitoring**

## **1 -Anti-Slavery and Human Trafficking Statement**

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 in order to exploit them for personal or commercial gain.

The Link Training Academy Limited has a zero-tolerance approach and is committed to driving out acts of modern day slavery and human trafficking within its business and that from within its supply chains, including subcontractors and employers.

The Academy acknowledges responsibility to The Modern Slavery Act 2015 and will ensure transparency within the organisation and with suppliers of goods and services to the company.

### **2 – Due Diligence**

As part of the companies due diligence processes into slavery and human trafficking, the supplier approval process will incorporate a review of the controls undertaken by the supplier. Identified risks include but are not limited to; Recruitment agencies; supply chains; outsourced contracts where applicable. We are committed to ensuring that there is no modern slavery or human trafficking in any part of our business and in so far as is possible to requiring our suppliers and employers hold similar ethos.

The company undertakes due diligence when considering on taking on new suppliers or employers and regularly reviews its existing suppliers. The Academy's due diligence process includes building long-standing relationships with suppliers and making clear our

expectations of business partners and evaluating the modern slavery and human trafficking risks of each new supplier. This includes appealing agreements against suppliers that fail to improve their performance, including the termination of the business relationship.

The board of directors has overall responsibility for ensuring this policy complies with The Academy's legal and ethical obligations, and that all those under their control comply with it.

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

The Academy may terminate the relationship with other individuals and organisations working on its behalf if they breach this policy.

### **3 – Supply Chains**

The company will not support or deal with any business knowingly involved in slavery or human trafficking. Imported goods from sources outside the UK and EU are potentially more at risk for slavery/ human trafficking issues. The level of management control required for these sources will be continually monitored. Any supplier or potential supplier that does not comply with the Modern Slavery Act 2015 or follow the companies' policies and procedures will be removed from the companies list of suppliers, until or unless they can demonstrate that these compliance requirements are met. Our suppliers include product manufacturers and distribution companies; IT support services; LMS system and online educational materials including E-portfolio and learning resources. Employers of apprentices are one of the Academy's main stakeholders.

### **4- Recruitment practices**

The Link Training Academy is a Limited Company which only operates in the UK. The Academy's head office is based in the UK. The Academy has 12 employees.

Training on this policy, and on the risk The Academy faces from modern slavery in its supply chains and employment processes, forms part of an induction process for all individuals who work for the business, and training will be provided as necessary.

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

### **5 – Organisational Policies**

A full copy of this policy and a copy of the Modern Slavery Act 2015 is accessible to all employees and can be obtained from the HR Department on request. The policy Statement will be reviewed annually. This policy applies to all employees of The Link Training Academy, at all levels.

Line managers at all levels are responsible for ensuring those reporting to them understand and comply with this policy and are given adequate and regular training on it and the issue of modern slavery in supply chains.

## **6 – Performance monitoring**

The Academy Director will take responsibility for implementing this policy and its objectives and shall provide adequate resources to ensure that slavery and human trafficking is not taking place within the organisation and within its supply chains.

The Director has primary day-to-day responsibility for implementing this policy, monitoring its use and effectiveness, dealing with any queries and ensuring internal control systems and procedures are effective in countering modern slavery, including queries from our apprentices about working conditions.

All employees and employers must ensure that they have read, understand and comply with this policy.

The prevention, detection and reporting of modern slavery in any part of the business or supply chains is the responsibility of all those working for The Academy or under its control. You are required to avoid any activity that might lead to, or suggest, a breach of this policy.

You must notify your line manager as soon as possible if you believe or suspect that a conflict with this policy has occurred, or may occur in the future. You are encouraged to raise concerns about any issue or suspicion of modern slavery in any parts of our business or supply chains of any supplier tier at the earliest possible stage.

If you believe or suspect a breach of this policy has occurred or that it may occur, you must notify your manager as soon as possible. If you are unsure whether a particular act, the treatment of workers more generally, or their working conditions within any part of The Academy's supply chain, constitutes any of the various forms of modern slavery, raise it with your line manager.

The Academy aims to encourage openness and will support anyone who raises genuine concerns in good faith under this policy, even if they turn out to be mistaken. The business is committed to ensuring no one suffers any detrimental treatment as a result of reporting in good faith their suspicion that modern slavery of whatever form is or may be taking place in any part of the company or in the supply chains. Detrimental treatment includes dismissal, disciplinary action, threats or other unfavourable treatment connected with raising a concern.

Line managers at all levels are responsible for ensuring those reporting to them understand and comply with this policy and are given adequate and regular training on it and the issue of modern slavery in supply chains.

Signed on behalf of The Link Training Academy:

Last Reviewed: September 23

Signed: Amanda Lodge- Stewart

Date: 22/9/23

Director – The Link Training Academy Limited