



Modern Slavery Statement

**All Slavery and Human
Trafficking**

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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 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.

ORGANISATIONAL STRUCTURE AND SUPPLY CHAINS

The Link Training Academy Limited operates solely within the UK, with its head office and all employees based domestically. Our supply chains include UK-based product manufacturers, IT services, LMS platforms, and employers of apprentices.

We commit to mapping our supply chains beyond Tier 1 suppliers to identify and mitigate risks of modern slavery. Where visibility is limited, we will disclose gaps and outline steps to improve transparency.

POLICIES

We maintain a suite of policies relevant to modern slavery, including Whistleblowing, Safer Recruitment, Equality and Diversity, and Ethical Procurement. These policies are reviewed annually and overseen by senior management.

Our policies align with international standards such as the UN Guiding Principles on Business and Human Rights and the International Labour Organisation Conventions.

RISK ASSESSMENT AND MANAGEMENT

We assess modern slavery risks annually using structured tools and stakeholder engagement. Risks are prioritised based on severity and likelihood.

We maintain a risk register and implement mitigation strategies, including contract clauses and supplier training.

MONITORING AND EVALUATION

We track key performance indicators such as supplier compliance rates, training completion, and incident reports.

We publish annual progress updates and lessons learned, and we commit to continuous improvement in our practices.

TRAINING

All staff receive mandatory training on modern slavery during induction and annually thereafter. Training is tailored by role and includes case studies and reporting procedures.

We extend training to key suppliers and employers where feasible and evaluate its effectiveness through feedback and assessments.

2 – Due Diligence

We conduct due diligence on all new suppliers and employers, including ethical sourcing checks, supplier declarations, and periodic audits.

We engage stakeholders, including learners and staff, to identify risks and ensure remediation where necessary. We maintain records of investigations and corrective actions.

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 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.

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: August 2025

Signed: Amanda Lodge- Stewart Date: 21/08/2025

Director – The Link Training Academy Limited