



SKILLS MAX ACADEMY

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**MODERN SLAVERY & HUMAN  
TRAFFICKING POLICY**

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# MODERN SLAVERY AND HUMAN TRAFFICKING POLICY

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## MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Skills Max's Modern slavery and human trafficking statement for the academic year ending 31st July 2023.

We recognise that Modern Slavery is a crime and a violation of fundamental human rights.

We are aware that Modern Slavery takes various forms, including 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.

Skills Max is committed to preventing slavery and human trafficking in its activities, and to ensuring that its supply chains are free from slavery and human trafficking.

We are working towards understanding all potential modern slavery risks related to the business and to putting in place steps that are aimed at ensuring that there is no slavery or human trafficking within our own business and our supply chains.

### Relevant Policies

The organisation operates the following policies that describe its approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in its operations:

**Whistleblowing policy:**

Skills Max encourages all its workers, customers and other business partners to report any concerns related to the direct activities, or the supply chains of, the organisation.

**Staff Code of Conduct:**

Skills Max makes clear to employees the actions and behaviour expected of them when representing the organisation. The organisation strives to maintain the highest standards of employee conduct and ethical behaviour when operating and managing its supply chain.

**Subcontractor/Supplier Procurement code of conduct:**

Skills Max is committed to ensuring that its subcontractors/suppliers adhere to the highest standards of ethics. Procedures and due diligence checks ensure that subcontractors/suppliers demonstrate that they provide safe working conditions where necessary, treat workers with dignity and respect, and act ethically and within the law in their use of labour.

**Training:**

Skills Max provides training to assess the risk, identify signs of slavery, and steps in dealing with it when suspected.

**Agency workers:**

Skills Max uses only specified, reputable employment agencies to source labour and always verifies the practices of any new agency it is using before accepting workers from that agency.

We call upon all organisations we engage with to influence their global supply chains by improving transparency, accountability, and training so that together we can help the government eradicate the injustice and brutality of modern slavery and human trafficking.

This statement has been approved by the CEO who will review and update it annually.