

B-Skill acknowledges that the Modern Slavery Act 2015 places a duty on large organisations to disclose publicly the steps they are taking to prevent modern slavery within organisations and in organisational supply chains. Whilst B-Skill is a SME we work with a number of large organisations where there is a higher risk of slavery and human trafficking occurring.

B-Skill has a zero tolerance to slavery and human trafficking and we are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or any part of our business.

The steps we have taken to reduce the risk of modern slavery in our business are:

- 1 We pay our employees and associates above the National Living Wage
- 2 Our Grievance, Bullying & Harassment, Safeguarding & Child Protection, Prevent & Safeguarding, Equality, Diversity & Inclusion and Public Interest Disclosure policies and procedures provide a platform for our employees and associates to raise concerns and 'blow the whistle' on any wrong-doing within the organisation and to raise concerns about poor working practices.
- 3 Robust due diligence process which includes any potential partners or subcontractors signing a declaration and committing to B-Skill there is no modern slavery or human trafficking in any part of their business and that they carry out regular risk assessments of their own business to eliminate the risk of modern slavery where appropriate.

### **B-Skill Sustainable Procurement Procedure**

B-Skill works in partnership with a number of large and small suppliers across the business to achieve common goals and continually improve performance over time.

As part of our procurement policy we will require all potential partners or subcontractors to carry out a risk assessment of their own processes and procedures in order to assess risk prior to entering into a relationship with B-Skill.

B-Skill has a number of policies in place which will play a part in promoting anti-slavery initiatives which include implementation of policies, risk assessment, due diligence and training, to include:

- Recruitment & Selection
- Equality, Diversity & Inclusion
- Safeguarding & Child Protection
- Prevent & Safeguarding
- B-Skill Code of Conduct
- Public Interest Disclosure Procedure
- B-Skill Values Statement