

## Modern Slavery and Human Trafficking Policy

### **Introduction**

Viamaster Training is a training provider delivering Transport and Logistics training through commercial and funded routes with include apprenticeships.

### **Policy on Modern Slavery and Human Trafficking**

Viamaster Training has a zero-tolerance approach to modern slavery and we are committed to acting ethically and with integrity in all our business dealings and relationships to implement and enforce appropriate and effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or who we work with.

### **Employees**

All of our staff are based at our site, and all are employed on contracts that meet or exceed current employment legislation.

We engage a small number of subcontractors all of whom are provided with service agreements that have been reviewed by our legal advisors. We therefore believe that the risk of modern slavery occurring within our employee base is very low.

### **Supply Chains**

We have not identified any instance or indications that either slavery or human trafficking occurs in our supply chain. However, we acknowledge that the training sector is considered at medium risk for modern slavery and human trafficking.

We do not have complicated supply chains with extensive sub-contracting. Our supply chains consist primarily of training providers, private customers, and our IT supplier.

The Training providers and suppliers have been rigorously audited on appointment and are generally long-standing suppliers of the business with whom we have had a working relationship for many years.

Approved by:	Vicky Barrett	Managing Director
Version:	004	January 25
Review Date:	January 26	Managing Director

## Compliance and Due Diligence

We expect all those in our supply chains to comply with our values and expect any entity with which we do business to have suitable anti-slavery policies and processes in place.

Notwithstanding the above, Viamaster Training therefore plans to take the following action:

- Setting out our expectations that our supplier will provide safe working conditions, treat workers with respect and dignity and act ethically and within prevailing employment laws.
- Require all suppliers to accept standard terms and conditions to comply with applicable anti-slavery and human trafficking legislation.
- Ensure all our contractual arrangements with existing suppliers are amended on renewal to include specific provisions regarding slavery and human trafficking.
- Integrate better assessment of the modern slavery risks presented by our suppliers.
- Ensure supplier due diligence to address the risk of modern slavery.

## Communication and Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we will be providing appropriate training to all staff to raise awareness and ensure they and all staff know how to recognise red flags and raise concerns. This will include online training.

All staff will be made aware of this policy and how to access it as part of their induction.

Viamaster Training is committed to preventing slavery and human trafficking in any corporate activities.

Vicky Barrett

Managing Director

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