

## **Modern Slavery Policy and Statement of intent**

### **Modern Slavery Act 2015**

The Modern Slavery Act 2015 came into effect on 29th October 2015. The Act seeks to address the role of businesses in preventing modern slavery from occurring in organisations and their supply chain. It requires businesses in any sector which meet defined criteria to produce a slavery and human trafficking statement each financial year.

### **What we have done**

The Assessment Services is committed to eradicating modern slavery and human trafficking. Our efforts include the following:

### **All companies within the Assessment Services**

Assessment Services has written policies which serve to address the requirements of the Modern Slavery Act 2015. These include:

- **Code of Conduct**  
The Purple Book is embedded within our organisation and serves to ensure that all employees are aware of their responsibilities and commitment to operating ethically and assist them in making the right choices. It includes information on our company principles, values, culture, human rights and safeguarding which align closely to the requirements of modern slavery.
- **Diversity and Equal Opportunities**  
Our Diversity and Equal opportunities policy is in place to ensure that we treat people fairly and with respect. This policy fosters a culture which safeguards our customers and employees, affording dignity and respect to all.
- **Safeguarding**  
Our Safeguarding policy sets out the legislative requirements to provide a duty of care, promote positive wellbeing and provide a clear process for escalating concerns to protect the welfare of individuals. This includes modern slavery concerns. All colleagues are aware of the Safeguarding Policy.
- **Recruitment and selection**  
Our recruitment process is in place to ensure that we employ people who demonstrate our values, have high ethical standards, are the right people for the right role and fundamentally, meet the requirements of being able to work in the UK.

### **Suppliers of goods and services**

Each of our supplier network organisations is responsible for meeting legislative and regulatory laws that govern them. However, Assessment Services has communicated with all of its current supplier network organisations in the UK to highlight the requirements of the Act and emphasise that we will only work with organisations that share our commitment to preventing modern slavery.

### **Suppliers**

Prior to working with organisations, when required we complete due diligence activities which include a review of key policies.

We make our suppliers aware of materials on modern slavery for our suppliers to supplement their current processes.

### **Assessment Services**

To assess processes in relation to identifying, reporting and eradicating modern slavery each entity in our wider group of companies' we have:

- Communicated the requirements of the Act and our commitment in this important area across our group of companies.
- Our internal audits review our policies and practices in place to prevent harm to individuals and modern slavery.

### **What we will do**

Our work in this important area will continue through:

- The delivery of sharing resources on the Modern Slavery Act to all employees, registered Assessors, and sub-contractors including how to identify and escalate any concerns.
- Continuing to review and develop our policies, processes and controls which support our commitment to eradicating modern slavery across our group of companies.
- Conducting appropriate audits to evaluate processes in place to eradicate modern slavery.
- Assessment Services will develop and update this statement to meet the requirements of the Modern Slavery Act on an annual basis.

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