

Modern Slavery Statement and Policy 2021

This statement is made on behalf of Professional Futures Ltd (PFL) with regards to the Modern Slavery Act 2015 which requires large employers to be transparent about their efforts to eradicate slavery and human trafficking within their organisation and supply chains.

This statement and policy is to be reviewed each financial year in accordance with clause 6 of the Modern Slavery Act 2015.

PFL policy and statement

PFL is committed to working towards the eradication of slavery and human trafficking. This document acknowledges the legislation and laws implemented by the Modern Slavery Act 2015 and details the steps that the organisation is taking to work towards the provision of the Act.

PFL is committed to ensuring that there is no slavery or human trafficking in its organisation and supply chains. This policy reflects PFL's commitment to acting ethically and with integrity in all business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere within PFL's supply chains.

Organisation structure

PFL provides training to a wide range of learners from age 19 upwards.

Our supply chains

PFL has a number of suppliers for various parts of the organisation. These include:

- Agency staff including teaching support
- Apprentice employers
- External contractors including advisors and consultants
- Guest speakers and lecturers
- Printing of promotional materials
- Advertising, including digital and print

Due diligence processes for slavery and human trafficking

PFL is committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chains. We expect the same high standards from all of our suppliers and contractors, and this is inferred through their agreement to follow PFL policies. We will expect our suppliers to hold their own suppliers to the same high standards.

All employees and persons employed within PFL are asked to familiarise themselves with PFL policy at the start of their employment or association, and are contractually obligated to adhere to PFL's policies.

We are satisfied from our own due diligence measures that there is no evidence of any act of modern-day slavery or human trafficking within our own organisation.

PFL's supplier approval process incorporates a review of the controls undertaken by PFL's potential suppliers.

PFL will not knowingly support or deal with any businesses found to be involved with any acts of slavery or human trafficking.

PFL has a policy of zero-tolerance on matters of slavery and/or human trafficking and expects suppliers and associated businesses to comply with these values.

All of PFL's sources are from inside the United Kingdom and as such are less at risk of slavery and human trafficking issues.

PFL also has a policy for the protection of whistleblowers, to protect those raising the issue of slavery and human trafficking within the organisation or its suppliers.

The steps we will take to further the goals of the Modern Slavery Act 2015 are:

- Conducting risk assessments to determine which parts of PFL and its suppliers are most at risk of modern slavery so that efforts can be focused on those areas
- Engaging with our suppliers to convey to them PFL's position on modern slavery and to understand the measures taken to prevent modern slavery in their own businesses
- Introduce contractual provisions for our suppliers to confirm their adherence to PFL policy
- Publishing this statement and policy on PFL's website to clearly display PFL's support to end modern slavery

Responsibility for the policy

Ultimate responsibility for the prevention and prevention of modern slavery within PFL rests with PFL's leadership team. PFL has overall responsibility for ensuring that this policy and its implementations comply with our legal and ethical obligations.

Team leaders at all levels are responsible for ensuring those reporting to them understand and comply with this policy.

Reporting modern slavery within PFL or its suppliers

PFL's whistleblowing, safeguarding and PREVENT policies are intended to provide guidance on how concerns can be communicated to the organisation. Concerns about suspected modern slavery associated with PFL or its suppliers may be reported by employees in this manner. The aforementioned policies apply to employees and may be found on the staff shared drive.

To summarise, any suspected instance of modern slavery or human trafficking within PFL or its suppliers must be reported to PFL's designated Safeguarding Officer, who will investigate and advise of any further actions.

Communication and awareness of this policy

This policy is displayed on PFL website and the policy location is conveyed to all staff members at their induction.

Review

The Modern Slavery Statement and Policy will be reviewed annually by PFL's leadership team in accordance with clause 6 of the Modern Slavery Act 2015.