

### 1. Introduction

Smart Training and Recruitment is an independent training provider based and operating in England. We offer apprenticeships training services. In line with The Modern Slavery Act 2015, this statement highlights the actions taken by the Company to reduce all potential slavery risks and to show that the Company is committed to ensuring that no modern slavery or human trafficking is taking place within the Company.

### 2. Policies

Smart Training and Recruitment has a number of policies that assist in preventing modern slavery and human trafficking within its operations. These include:

- Public Interest Disclosure (Whistleblowing Procedure). The College is committed to encourage staff to raise genuine concerns of wrongdoings without causing fear of any consequences taken against them. The college is committed to ensure the institution operates in an ethical way.
- Behavioural standards within our Safeguarding & Prevent Policy informs all employees the expectations of staff actions and behaviours to create a safe environment.
- All of our policies and procedures in relation to Modern Slavery and Human Trafficking are available to all employees through our internal SmartNet system. All new starters are required to read through our policies as part of their induction process.

### 3. Supply Chain

Smart Training and Recruitment supply chain partners must comply with all relevant and applicable laws and regulations including those relating to Modern Slavery, Human Rights, Health & Safety and Employment Law. Specifically, we expect all suppliers and business partners to:

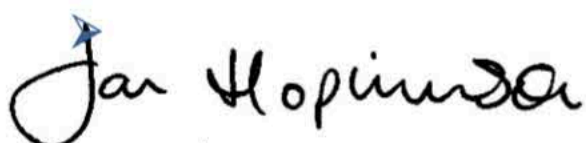
- Oppose the abhorrent exploitation of child labour
- Act honestly, ethically and with integrity at all times
- Not knowingly make purchases or enter into agreements with organisations which do not comply fully with the labour, safety and other relevant laws as per the Modern Slavery Act 2015

### 4. Compliance

Smart Training and Recruitment are comfortable from our on-going internal due diligence that there is no evidence of modern slavery or human trafficking within our organisation. However, should our due diligence find a supply chain partner to be in breach of our standards, we would immediately consider invoking sanctions including the termination of the business relationship. We expect to see the same stance on Modern Slavery with our supplier and business partner's own policies and procedures.

Smart Training and Recruitment Limited are committed to being a responsible business and ensuring our employees work in environments which are safe and do not impact on their human rights. We seek to comply with all employment legislation including conducting robust checks to ensure all employees have the appropriate right to work in the UK. This process is in line with the Safer Recruitment Policy.

The statement is reviewed annually in January each year.



Jan Hopkinson, Managing Director  
[jan@smarttar.co.uk](mailto:jan@smarttar.co.uk) Tel: 07771 530440