



Modern Slavery Compliance Policy

-----2023-----

This policy is set out in compliance with section 54 (Transparency in Supply Chains) of the Modern Slavery Act 2015.

This includes compliance with the 6 key points set out by the UK government, concerning the requirement to Publish an annual modern slavery statement.

NLTC acknowledges that it does not meet the all of criteria necessary to provide this information under the terms of the section 54 (Transparency in Supply Chains) of the Modern Slavery Act 2015; however, NLTC considers compliance with this to be best practice and relevant to its current activities.

Sections:

1. Organisation structure and supply chains
2. Policies in relation to slavery and human trafficking
3. Due diligence processes
4. Risk assessment and management
5. Key performance indicators to measure effectiveness of steps being taken
6. Training on modern slavery and trafficking

1. Organisation structure and supply chains

This modern slavery and human trafficking statement is set out to be compliant with section 54, part 6 of the modern slavery act 2015 and is in relation to all activities and actions carried by NLTC for the period of the financial year of 2023.

a. Statement:

National Logistics Training Consortium (NLTC) provides a firm commitment towards the prevention of slavery and human trafficking violations, and, as such, will undertake, by all means available to it, measures necessary to ensure that the operations and actions of both NLTC and those of its associates, contractors or other supply chain partners, act towards the prevention of any such violation.

National Logistics Training Consortium (NLTC) sets, and implements, an absolute zero tolerance policy regarding any form of violation towards human trafficking and slavery. This policy is equally relevant to all supply chain partners.

b. Organisation Structure:

NLTC predominantly operates within the UK; however, does on occasion undertake certain operations in the Republic or Ireland, Europe and Africa. All operations are in relation to teaching or the award of qualifications.

Organisations whom NLTC deal with, who are pertinent to the requirements of section 54 (Transparency in Supply Chains) of the Modern Slavery Act 2015, are required to provide evidential proof of applicable policy and implementation of practice, as a term of business.

2. Policies in relation to slavery and human trafficking

In order to operate the business of National Logistics Training Consortium in an ethical, transparent and compliant way; several NLTC policies set out certain requirements necessary to meet these imposed obligations.

These include:

Section 1.9 = NLTC Third party procurement policy

Section 8 = NLTC Staffing policy

All suppliers, third parties & other supply chain partners are required to be aware of these policies and adhere to the terms within.

3. Due diligence processes

All staff, third parties, contractors and other supply chain partners are required to comply with the terms set out in this process.

This has been set out in order to effectively monitor and reduce the possibility of slavery or human trafficking occurring as part of NLTC's business activities.

Due diligence procedures:

- a. Checks must be made which are sufficient to identify and deal with potential risks or actual violations with the activities of NLTC or those of its supply chain partners.
- b. Activities carried by NLTC and those of its supply chain partners, must be effectively monitored in order to reduce the risk of potential violations.
- c. All activities and actions available to NLTC and its supply chain partners must be utilised in order to reduce the possibility of human trafficking or slavery to a level that is as low as possible.

4. Risk assessment and management

We do not consider the activities of NLTC or those of its supply chain partners to be of a high risk regarding human trafficking or slavery. However, we acknowledge that any risk is significant enough to warrant a meaningful method to be implemented in order to limit any risk at all.

NLTC implements a zero tolerance policy to human trafficking and slavery, likewise, NLTC demands that any supply chain partner similarly implements a zero tolerance policy as well.

If any activity by any supply chain partner is found, or reasonably suspected, to violate, lead to, or in any way encourage or aid human trafficking or slavery, in any form or degree, howsoever tentatively, all business dealings between NLTC and that supply chain partner will be terminated. In this case, it is the policy of NLTC to inform the appropriate authority of the situation.

5. Key performance indicators to measure effectiveness of steps being taken:

Any report, violation or suspected violation, of this policy will be brought up at the next NLTC governance meeting, following the report, violation or suspected violation. In the event of a situation arising which is likely to result in a violation or confirmation of an actual violation, the chairman of the governance committee shall decide to hold an immediate extraordinary governance meeting or, in extreme circumstances, inform the relevant authority prior to arranging a governance meeting.

In the latter circumstance, the governance committee must refer to the NLTC adverse effects policy.

6. Training on modern slavery and trafficking

Where it is deemed necessary, NLTC will arrange for training relevant to human trafficking and slavery.