

Remit Group Ltd Modern Slavery & Human Trafficking Statement

Introduction

This statement sets out Remit Group Limited's actions to understand all potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its own business and its supply chains. This statement relates to actions and activities during the current financial year.

As part of an Apprenticeship provider within the work-based learning sector, the organisation recognises that it has a responsibility to take a robust approach to slavery and human trafficking.

The organisation is absolutely committed to preventing slavery and human trafficking in its corporate activities, and to ensuring that its supply chains are free from slavery and human trafficking.

Organisational structure and supply chains

This statement covers the activities of Remit Group Ltd:

Remit Group Ltd is one of the largest and most successful training providers in the UK, specialising in delivering apprenticeships to help young people develop their skills, secure sustainable employment and in improving business performance. We offer a wide range of nationally-recognised qualifications, in a variety of sectors including

- Automotive
- Business Services
- Healthcare
- Hospitality
- IT

Responsibility

Responsibility for the organisation's anti-slavery initiatives is as follows:

- **Policies:** Relevant department leads are responsible for putting in place and reviewing policies they own. These are document controlled by the Process Manager and are regularly reviewed, with input from the appropriate support functions (e.g. HR, Quality, etc).
- **Risk assessments:** The Facilities department are responsible for maintaining current risk assessments for any tasks requiring this exercise, either internally or externally. Action points are owned by the relevant department leads.
- **Investigations/due diligence:** The relevant department lead and the National Contracts Director are responsible for investigations and due diligence in relation to known or suspected instances of slavery and human trafficking, with guidance from other departments such as Compliance or HR.

- **Training:** All colleagues are informed of their responsibilities at induction, as well as online content available through our Company intranet.

Relevant policies

Remit Group Ltd operates the following policies that describe its approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in its operations:

- **Whistleblowing policy** Remit Group Ltd encourages all its colleagues, customers and other business partners to report any concerns related to the direct activities, or the supply chains of, the organisation. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. The organisation's whistleblowing procedure is designed to make it easy for workers to make disclosures, without fear of retaliation. Colleagues, customers or others who have concerns can contact our HR department.
- **Colleague code of conduct** The organisation's code makes clear to employees the actions and behaviour expected of them when representing the organisation. The organisation strives to maintain the highest standards of employee conduct and ethical behaviour when operating abroad and managing its supply chain.
- **[Supplier/Procurement] code of conduct** The organisation is committed to ensuring that its suppliers adhere to the highest standards of ethics. Suppliers are required to demonstrate that they provide safe working conditions where necessary, treat workers with dignity and respect, and act ethically and within the law in their use of labour. The organisation works with suppliers to ensure that they meet the standards of the code and improve their worker's working conditions. However, serious violations of the organisation's supplier code of conduct will lead to the termination of the business relationship. [Describe the process and steps taken to implement the code of conduct in relation to slavery and human trafficking, including examples (not necessarily named) where action has been taken to address specific slavery and human trafficking risks.]
- **Recruitment & Selection policy** Remit Group Ltd uses only specified, reputable employment agencies to source labour and always verifies the practices of any new agency it is using before accepting workers from that agency. Robust suitability checks are carried out for all new recruits.

Due diligence

Remit Group undertakes due diligence when considering taking on new suppliers, and regularly reviews its existing suppliers. The organisation's due diligence and reviews include:

- mapping the supply chain broadly to assess particular product or geographical risks of modern slavery and human trafficking;
- evaluating the modern slavery and human trafficking risks of each new supplier [this may be part of a more general human rights or labour rights assessment];

- reviewing on a regular basis all aspects of the supply chain based on the supply chain mapping;
- conducting supplier audits or assessments through [the organisation's own staff/third party auditor], which have a greater degree of focus on slavery and human trafficking where general risks are identified;
- creating an annual risk profile for each supplier;
- taking steps to improve substandard suppliers' practices, including providing advice to suppliers through [third party auditor] and requiring them to implement action plans [provide examples];
- participating in collaborative initiatives focused on human rights in general, and slavery and human trafficking in particular [provide examples such as participation in "Stronger together" or "Ethical trading" initiatives];
- using [details of ethical supplier database], where suppliers can be checked for their labour standards, compliance in general, and modern slavery and human trafficking in particular; and
- invoking sanctions against suppliers that fail to improve their performance in line with an action plan or seriously violate our supplier code of conduct, including the termination of the business relationship [provide examples].

Performance indicators

Remit Group Ltd is:

- developing a system for supply chain verification, whereby the organisation evaluates potential suppliers before they enter the supply chain; and
- reviewing its existing supply chains, whereby the organisation evaluates all existing suppliers.