

Modern Slavery Policy



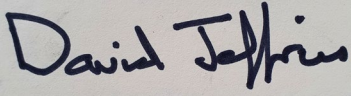
Renowned for Excellence in
Recruitment and Training

1. Step Ahead is committed to eliminating modern slavery, human trafficking, forced labour, and similar human rights abuses.
2. Step Ahead is committed to ensuring that its staff and any workers it supplies (directly or indirectly) are not subject to behaviour or threats that may amount to modern slavery, human trafficking, forced labour, and similar human rights abuses.
3. Step Ahead provides appropriate training and awareness information for all of its staff. In particular:
 - Our staff undertake training courses that include guidance around modern slavery and human trafficking, as well as other wider human rights issues.
 - All of our staff receive awareness-raising information around issues involving modern slavery and human trafficking, so that they can bring any concerns they have to the attention of management.
4. Any staff, workers or other parties are strongly encouraged to report any concerns or suspicions that they might have to our safeguarding lead.
5. Reports surrounding these issues are taken extremely seriously by our directors and safeguarding lead, who are committed to ensuring that all investigations shall be prompt and effective. If our investigations reveal any issues, we are committed to taking appropriate action, including but not limited to:
 - Working with the appropriate organisations to improve standards,
 - Removing that organisation from our preferred supplier list,
 - Passing details to appropriate law enforcement bodies.
6. We regularly monitor our risks in this area through the use of relevant key performance indicators, including:
 - The percentage of suppliers who sign up to an appropriate code / provide their own modern slavery statements,
 - The level of modern slavery training and awareness amongst our staff.
7. As part of our efforts in this area, we publish a modern slavery statement on an annual basis.
8. We would also recommend reading this in conjunction with our other policies, including our:
 - Anti-bribery / corruption policy, and
 - Whistleblowing policy.

Modern Slavery Policy



Renowned for Excellence in
Recruitment and Training

| Document Control | |
|---------------------------------------|--|
| Document Title: Modern Slavery Policy | |
| Version Number: 1.1 | Document Owner: Aimée Brunyee, Corporate Assistant |
| Date Approved: 2 June 2023 | Approved By: Dave Jeffries, Director of Compliance |
| Effective Date: 2 June 2023 |  |
| Superseded Version: 1 | |
| Date of Last Review: 2 June 2023 | Date of Next Review: 2 June 2024 |