**Modern Slavery Policy**

**Transparency statement**

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain. We have a zero-tolerance approach to modern slavery and we are committed to acting ethically and with integrity in all our business dealings and relationships and to implement and enforce effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or our supply chain.

JC Training & Consultancy is committed to ensuring the business and its supply chains are free of slavery in line with section 54 of the Modern Slavery Act 2015.

JC Training & Consultancy acknowledges responsibility to comply with all principles of the Modern Slavery Act 2015 and will perform due diligence to provide transparency throughout the organisation. JC Training & Consultancy is satisfied from its own due diligence there is no evidence of any act of modern-day slavery or human trafficking within its own organisation.

The slavery act applies not only to the organisation’s own employees but also to suppliers, sub-contractors and other business partners. There is corporate commitment to legal compliance, ethical standards and fundamental human rights.

 “ The contractor warrants that it has thoroughly investigated its labour practices and those of its direct suppliers to ensure that there is no slavery or forced labour used anywhere in its organisation or used in any of its direct suppliers’ or subcontractors’ organisation. The contractor further warrants that it has put in place all necessary processes, procedures, investigations and compliance systems to ensure that the warranties made above will continue to be the case at all times.

JC Training & Consultancy reserves the right to audit your supply chain at any time, with prior notice if it has reason to suspect that the above requirements have not been met.”

JC Training & Consultancy will not knowingly support or deal with any businesses involved in slavery or human trafficking.

JC Training & Consultancy Managing Director and Senior Management will take responsibility of implementing this policy and its objectives and will provide the necessary resources to ensure that its practices are effective in ensuring that modern day slavery is not taking place.

A copy of this policy statement, a full copy of the Modern Slavery Act 2015 and a simplified overview - will be accessible to all employees electronically on the JC Training & Consultancy Communication Methods.

This policy statement will be reviewed annually by the senior management and published.