

MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

Introduction

This Modern Slavery and Human Trafficking Statement is a response to Section 54(1), Part 6 of the Modern Slavery Act 2015 and relates to actions and activities for the financial years ending 31 December 2022 and 31 December 2023.

L&F Training Ltd ('the Company', 'we', 'us' or 'our') is committed to preventing slavery and human trafficking violations in its own operations, its supply chain, and its products. We have zero-tolerance towards slavery and require our supply chain to comply with our values.

Organisational structure

L&F Training has business operations in the United Kingdom.

We operate in the Education sector. The nature of our supply chains is as follows: We work with a number of key direct suppliers, who provide us with goods, such as equipment for our premises, and services. We are also opening an Internet Test Centre, the users of which, will predominantly be working within the Construction industry.

For more information about the Company, please visit our website: www.landftraining.com

Policies

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These include the following:

- **Safer Recruitment and Selection Policy and Procedures** - We conduct checks on all prospective employees to verify that they are eligible to work in the UK. Certain roles require a Disclosure and Barring Service (DBS) check where employees may be working with vulnerable people.
- **Whistleblowing Policy** - We operate this policy so that employees are able to raise concerns about how staff are being treated or practices within our business or our supply chains, without fear of reprisal.
- **Staff Conduct and Disciplinary Policy** - We are committed to the fair treatment of all staff. Our staff code of conduct reflects our core values and expected behaviors. The code of conduct makes it clear that we have a zero-tolerance approach to modern slavery.
- **Safeguarding and Child Protection Policy** - This policy highlights the potential risks of modern slavery and human trafficking, including how to identify signs of exploitation and how to report concerns. The Policy covers children, young people and vulnerable adults.

We make sure our suppliers and service users are aware of our policies and adhere to the same standards.

Due Diligence

As part of our efforts to monitor and reduce the risk of slavery and human trafficking occurring in our supply chains and in any part of our business, we have adopted the following due diligence procedures:

Internal supplier audits and, once it opens, Internet Test Centre user monitoring and test audits

Our due diligence procedures aim to:

- Identify and action potential risks in our business and supply chains.
- Monitor potential risks in our business and supply chains
- Reduce the risk of slavery and human trafficking occurring in our business and supply chains.
- Provide protection for whistleblowers.

Risk and compliance

The Company has evaluated/will continue to evaluate the nature and extent of its exposure to the risk of slavery and human trafficking occurring in its UK supply chain and any part of its business through:

- Reviewing on a regular basis all aspects of the supply chain based on supply chain mapping and
Reviewing and monitoring use of the Internet Test Centre

We do not consider that we operate in a high-risk environment because the majority of our supply chain is based in the UK and in low-risk industries, such as employers and services providers.

L&F Training is opening an Internet Test Centre (ITC), which will be largely utilised for Construction Industry based online tests. We recognise that this will increase the level of risk and that users of the Centre, could potentially be victims or involved in Modern Slavery and Human Trafficking


We do not tolerate slavery and human trafficking in our supply chains or any part of our business. Where there is evidence of failure to comply with our policies and procedures by any of our suppliers, or service users, we will require that supplier/ service user to remedy the non-compliance.

Effectiveness

The Company uses Key Performance Indicators (KPIs) to measure its effectiveness and ensure that slavery and human trafficking is not taking place in its business and supply chains. These KPIs are as follows:

- We will carry out a regular audit of suppliers - 100% of suppliers each year
- We will monitor and audit use of the ITC - 100% visual monitoring for indicators during testing

The statement was approved by the board of directors.

Director 
S.Ali (Oct 21, 2022 16:00 GMT+1)
L&F Training Ltd

Date 10/21/2022