



## Excelsis Training Limited

### Modern Slavery Act 2015

#### Modern slavery and human trafficking statement

##### Introduction

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 are committed to improving our practices to combat slavery and human trafficking.

**This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 21/08/2020.**

##### Organisational structure

We are a provider of Training and Learning and Development in the education sector.

Excelsis Training Limited is a SME based in the United Kingdom with less than 10 employees.

We have a global annual turnover of £200,000.

##### Our supply chains

Our supply chains include: WE INTEND TO CARRY OUT A SUPPLY CHAIN MAPPING PROCESS OR RISK ASSESSMENT/ANALYSIS IN RESPECT OF SUPPLY CHAINS.

##### Our policies on slavery and human trafficking:

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business.

In light of the obligation to report on measures to ensure that all parts of our business and supply chain are slavery free we have reviewed our workplace policies and procedures to assess their effectiveness in identifying and tackling modern slavery issues.

Our workplace policies and procedures demonstrate our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

Links to other relevant workplace policies and procedures (e.g. corporate social responsibility policy, Procurement guidelines, ethical trading policy etc) are available on request

## **Due diligence processes for slavery and human trafficking**

As part of our initiative to identify and mitigate risk we will have in place systems to:

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.
- Protect whistle blowers.

## **Supplier adherence to our values**

Although Excelsis do not have a supply chain yet, when we do:

We will have zero tolerance to slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our values we have in place a supply chain compliance programme.

We will have a dedicated compliance team, which consists of involvement from the following departments:

- [Legal]
- [Audit and compliance]
- [Human resources]
- [Procurement]
- [Sales].

The compliance team will be led by MANAGING DIRECTOR.

## **Training**

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we intend to provide training to our staff. We also will require our business partners to provide training to their staff and suppliers and providers.

## **Our effectiveness in combating slavery and human trafficking**

We use the following key performance indicators (KPIs) to measure how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains:

We will appoint an independent third party to conduct an externally facilitated review to bring insights on ways to we can tackle slavery and human trafficking.

Femi Osinaike

Excelsis Training

Date: 22<sup>nd</sup> August 2019