

Modern Slavery Act 2015

Modern Slavery and Human Trafficking Statement

Introduction

The Modern Slavery Act 2015 requires commercial organisations supplying goods or services with a turnover of above £36 million to prepare and publish an annual 'Slavery and Human Trafficking Statement'. The Statement must set out the steps an organisation has taken, if any, during its financial year to ensure that slavery or human trafficking is not taking place in its supply chain. Although we are not legally required to publish a statement, we are doing so.

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 ensuring that we contribute to combatting slavery and human trafficking.

Organisational structure

We are a provider of professional occupational psychology and consultancy services to the NHS, public and private sector organisations. We employ staff following a rigorous assessment process which complies with the Code of Ethics and Practice of the British Psychological Society. We also work with self employed associates who have been assessed.

Our supply chains

Our supply chains include stationery, psychometric materials, books, magazines, printers etc. Our suppliers are located within the UK. If we find breaches of Modern Slavery laws within our supply chain, we will actively refuse to continue to conduct business with organisations involved in slavery, human trafficking, forced or child labour.

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. 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. In addition, we seek to treat everyone fairly and consistently, creating a workplace and business environment that is open, transparent and trusted. Our policies and procedures relating to the Modern Slavery Act are in line with our culture and values.

Due diligence processes for slavery and human trafficking

As part of our initiative to identify and mitigate risk we ensure supplier adherence to our values and monitor potential risk areas in our supplier chains. We have zero tolerance to slavery and human trafficking. We aim to ensure all those in our supply chain and contractors comply with our values.

We also want to help our staff to understand more about this growing issue and how to report any suspicions they may have, whether in a business or personal context. We have highlighted the [modernslavery.co.uk](https://www.modernslavery.co.uk) site to all our employees, which holds useful information on how to recognise different types of slavery, how to spot the signs and provides details of a telephone helpline.