**Modern Slavery Policy**

**1. Policy Statement**

Blakes Workplace Solutions Ltd, is committed to acting ethically and with integrity in all our business operations. We have zero tolerance for modern slavery and human trafficking in any form within our operations or supply chains. This policy reflects our commitment to preventing slavery and human trafficking in line with the Modern Slavery Act 2015.

We expect all employees, contractors, suppliers, and other business partners to adhere to our values and uphold the same commitment to combatting modern slavery.

**2. Purpose**

The purpose of this policy is to:

* Ensure compliance with the Modern Slavery Act 2015.
* Outline our commitment to preventing modern slavery in our business operations and supply chains.
* Establish procedures to identify and mitigate risks associated with modern slavery and human trafficking.
* Set out the responsibilities of all employees and suppliers in supporting this commitment.

**3. Scope**

This policy applies to:

* All employees, contractors, consultants, and temporary workers across [Company Name].
* All suppliers, service providers, and any other business partners.
* All aspects of Blakes Workplace Solutions Ltd, operations, including procurement, recruitment, and partnerships.

**4. Definitions**

For the purposes of this policy, modern slavery includes:

* Forced Labour: Compelling individuals to work against their will through force, fraud, or coercion.
* Debt Bondage: Forcing individuals to work to repay a debt under conditions that violate their human rights.
* Human Trafficking: Recruiting, transporting, or harbouring people through deception or coercion for exploitation.
* Child Labour: Exploiting children through work that deprives them of their childhood, education, or is harmful to their development.

**5. Commitments and Principles**

Blakes Workplace Solutions Ltd, is committed to:

* Conducting Due Diligence: Undertaking risk assessments to identify potential areas of modern slavery within our operations and supply chain.
* Raising Awareness: Ensuring all employees understand the signs of modern slavery and how to report concerns.
* Supplier Compliance: Working only with suppliers and business partners who share our values and commitment to combatting modern slavery. Our supplier contracts include clauses requiring adherence to anti-slavery practices.
* Continuous Improvement: Regularly reviewing and improving our processes and controls to address modern slavery risks effectively.

**6. Risk Assessment and Due Diligence**

Blakes Workplace Solutions Ltd, conducts regular assessments of our operations and supply chain to identify areas of high risk concerning modern slavery. This includes:

* Reviewing supplier practices and performing audits where necessary.
* Engaging directly with suppliers in high-risk sectors to ensure adherence to ethical practices.
* Requiring all new suppliers to confirm their commitment to combatting modern slavery before entering into contracts.

Where risks are identified, Blakes Workplace Solutions Ltd, will work with suppliers to address any concerns and improve standards. Should a supplier fail to meet our expectations, we reserve the right to terminate the relationship.

**7. Training and Awareness**

Blakes Workplace Solutions Ltd, provides training to all employees on recognising the signs of modern slavery and the steps to report any concerns. This training is included in new hire induction and is reviewed annually for all employees to reinforce the importance of maintaining vigilance against modern slavery in all business activities.

**8. Reporting and Investigations**

* Reporting: Employees, suppliers, and other stakeholders are encouraged to report any concerns regarding modern slavery in any part of [Company Name]'s operations or supply chain. Reports can be made confidentially to the HR department or through [Company Name]'s whistleblowing hotline.
* Investigations: All reports of modern slavery will be treated seriously and investigated promptly. Blakes Workplace Solutions Ltd, commits to taking swift action to address any confirmed cases of modern slavery, including notifying relevant authorities if required.
* Protection for Whistleblowers: We ensure that employees or stakeholders who report concerns in good faith are protected from retaliation and that their identities are kept confidential.

**9. Responsibilities**

* Management: Responsible for ensuring the policy is implemented, regularly reviewed, and effectively enforced. Managers should lead by example in promoting ethical practices and encouraging vigilance against modern slavery.
* Employees: Expected to adhere to the policy, complete any required training, and report any suspicions of modern slavery.
* Suppliers: Required to operate in compliance with this policy and ensure that their own suppliers and sub-contractors are free from practices related to modern slavery.

**10. Monitoring and Review**

Blakes Workplace Solutions Ltd, will review this policy annually or in response to changes in legislation or business practices. We encourage feedback from employees and stakeholders to help improve our processes for combatting modern slavery and human trafficking.

Owner: Mike Byrne (Company Director)



Rachel Walker (Director)

