



Anti-Slavery and Human Trafficking Policy Statement

Formally Adopted: 03/01/2020

Relevant Personnel: Scott McCrae
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Owner	Julie Newlands	Author	Julie Newlands	Approved By	Scott McCrae	Frequency of Review	Annually

NOTE – UNCONTROLLED IF COPIED OR PRINTED

Anti-Slavery and Human Trafficking Policy Statement

(Modern Slavery Act 2015)

This policy applies to all persons working for us or on our behalf in any capacity, including employees at all levels, directors, officers, agency workers, associates, volunteers, agents, contractors and suppliers.

McCrae Training Ltd strictly prohibits the use of modern slavery and human trafficking in our operations and supply chain. We have and will continue to be committed to implementing systems and controls aimed at ensuring that modern slavery is not taking place anywhere within our organisation or in any of our supply chains. We expect that our suppliers will hold their own suppliers to the same high standards.

(Modern slavery is a term used to encompass slavery, servitude, forced and compulsory labour, bonded and child labour and human trafficking. Human trafficking is where a person arranges or facilitates the travel of another person with a view to that person being exploited. Modern slavery is a crime and a violation of fundamental human rights).

McCrae Training Ltd Commitments:

McCrae Training Ltd expects everyone working with us or on our behalf to support and uphold the following measures to safeguard against modern slavery:

- *We have a zero-tolerance approach to modern slavery in our organisation and our supply chains.*
- *The prevention, detection and reporting of modern slavery in any part of our organisation or supply chain is the responsibility of all those working for us or on our behalf. Workers must not engage in, facilitate or fail to report any activity that might lead to, or suggest, a breach of this policy.*
- *We are committed to engaging with our stakeholders and suppliers to address the risk of modern slavery in our operations and supply chain.*
- *We will write to suppliers requiring them to comply with our Commitments, which sets out the minimum standards required to combat modern slavery and trafficking.*

This commitment will also apply to:

- *Employment and recruitment agencies and other third parties supplying workers to our organisation to confirm their compliance under the Modern Slavery Act*
- *Suppliers engaging workers through a third party to obtain that third parties' agreement to adhere to the Modern Slavery Act*
- *If we find that other individuals or organisations working on our behalf have breached this Policy, we will ensure that we take appropriate action.*

Signed:



Date: 03 Jan 2022

Scott McCrae
Managing Director
McCrae Training Ltd