

Modern Slavery and Human Trafficking Statement

This statement is published in accordance with Section 54 of the Modern Slavery Act 2015 and the Modern Slavery Act 2015 (Transparency in Supply Chains) Regulations 2015.

While Fareport Training does not fall within the scope of Section 54 of the Act, we consider it important as a provider of DfE funded training that we nevertheless demonstrate our full and active support for action to eradicate modern slavery. This statement sets out the steps taken during 2022/23 by Fareport Training.

Introduction from the Board

Modern slavery includes slavery, servitude, human trafficking and forced labour. It is recognised that this is a global and growing issue which can exist in all economies and business sectors.

The Modern Slavery Act is an important piece of legislation which seeks to protect vulnerable workers, respecting their human rights, driving transparency throughout the supply chain, and ensuring the supply chain is slavery and trafficking free.

As responsible government funded training provider, Fareport Training Limited is fully committed to acting ethically and with integrity. We are committed to putting effective systems and controls in place, and continually improving our processes, to ensure we prevent any form of modern slavery or human trafficking from taking place within our business and supply chains.

This statement sets out the actions we will take and have taken during the financial year ending March 2024.

Our Business

We are a small and well-respected provider of apprenticeship training focused on delivering outstanding training and first-class outcomes for all our learners. We strive to work with the good employers and quality suppliers, who have the highest social and ethical standards, and make available the highest quality employment and training opportunities in the workplace for all our apprentices.

Our resources and services are developed in our Head Office in Fareham, and we source all our requirements as far as possible locally or from within the United Kingdom.

Our Policy on Slavery and Human Trafficking

As a responsible Training Provider, we are committed to continual improvement of our systems and processes and strive to ensure modern slavery does not exist within our business, partner employers or supply chains. Our Code of Conduct aims to uphold internationally agreed standards of labour, in particular those set by the Ethical Trade Initiative (ETI). We expect those who offer apprenticeships through

Fareport or in our supply chain to respect the rights and wellbeing of their workforce and promote high standards of welfare.

Our Supply Chain

We pride ourselves on having long-standing relationships with many partner employers and carefully selected suppliers and Sub-contractors. Our employers provide excellent and sustainable opportunities for their apprentices or who provide services to our business. We are committed to making sure those who work for us, or with us are protected, safeguarded, and always treated fairly.

It is therefore our aim to work with organisations who share this commitment. Our staff work closely with our employers and suppliers to identify issues and develop plans to support our learners where required. Our partners are expected to reflect our commitment to striving to ensure that slavery and human trafficking is not taking place within their own organisations or supply chains.

High-level risk areas

As part of our efforts to monitor and reduce the risk of slavery and human trafficking occurring within our programmes, we encourage our Trainers to include regular discussions about modern slavery as well as wider wellbeing and have a robust safeguarding approach to supporting any learner at risk.

We are proud to be a provider of high-quality training and demonstrated by our end point outcomes and consistently high learner and employer ratings. Our due diligence processes with Sub-contractors are designed to demonstrate our commitment to striving to ensure that there is no slavery or human trafficking in our employers or supply chain.

We also take clear steps to ensure that employers understand their commitments to high welfare and health and safety in the training workplace. We are proud of our record in supporting learners and their employers through our robust Safeguarding processes which have learner wellbeing at their core. Health and Safety is covered in our Service Level Agreement and Training Plans which is agreed by all employers before any learners commence their training with us. We fully give a commitment to support people to have the freedom to choose employment, freedom of association and collective bargaining, safe and hygienic working conditions, no child labour, payment of a living wage, no excessive hours, no discrimination, regular employment and no harsh or inhumane treatment.

Training & Development

We use our regular staff training days to deliver content to ensure all colleagues are aware of and have a better understanding of the risks of modern slavery and human trafficking. All Trainers are aware of the issues facing learners in the workplace including the importance of wellbeing and the issues surrounding modern slavery. Modern Slavery awareness is also included as part of our staff handbook reinforced by induction programmes for all new starters.

Future Steps

We understand that the approach to modern slavery requires an ongoing assessment of our business, employers, and supply chain, in order to minimise the risk of its occurrence. We will work towards reducing the risk within our business in the coming year. To do this, we aim to look at the following key areas and report progress in the next statement:

- **Governance:** Develop our Corporate and Social Responsibility governance framework by reviewing our modern slavery governance, to build focus and clear action planning for the future.
- **Learning and Development:** maintaining awareness within our business by developing all colleagues and in particular Trainers to support all our learners.
- **Risk Mitigation and Audit compliance:** continuing to review and improve our due diligence of Sub-contractors and ensure that selection and induction processes are effective and fit for purpose.

Approval

This statement was approved by Board in May 2023.

Signed:



Marinos Paphitis
Chairman
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