

MODERN DAY SLAVERY ACT 2015 POLICY STATEMENT

KNW Training recognises that slavery and human trafficking remains a risk within/to our worldwide society.

The aim of the company is to identify our responsibility by alerting staff to these risks, however small in our business and supplier chain. Staff are encouraged to report concerns to management who will act upon them.

Company activities are limited to the arrangement and delivery of training programmes in various sectors and we have a supply chain to support us in differing aspects and provisions of our business.

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or within any part of our business. Our anti-slavery policy statement reflects our commitment to acting ethically and with integrity in all business relationships and implementing and enforcing effective systems and control systems to ensure slavery and human trafficking does not take place within our business operations.

This policy considers, and supports the policies, procedures and requirements of our quality systems and compliant with requirements of ISO 9001:2015, ISO 14001:2015 and Achilles Verify Category B1. The implementation and operation of this management system underlines our commitment to this policy statement. This ensures this policy is communicated and understood by all levels of staff and that it is regularly reviewed by the Directors to ensure its continual suitability and relevance to company activities.

The company will achieve these aims by to identify and mitigate risk in the following ways (not limited to):

- Vetting and investigation of our supplier chain.
- Audit and review all staff and employees are paid at least the minimum wage and have the right to work in the UK.
- We encourage the reporting and concerns and the protection of whistle blowers (see policy)
- The company will not knowingly support or trade with any business involved in slavery or human trafficking.
- We maintain a zero tolerance to slavery and human trafficking and require our supply chain to comply with our values.

To ensure a level of understanding of the risk of modern slavery and human trafficking we ensure all staff are aware of this policy and all Directors are briefed of the company obligations.

We use the following KPI's to measure how effective we are in our aims to ensure slavery and human trafficking are not taking place:

- Completion of audits (as part of ISO 9001:2015 – Audit Schedule)
- Use and monitoring of payroll systems
- Level of communication and personal contact with our supplier chain and their compliance and understanding and with our expectations

KNW Ltd
QMS MANUAL SECTION 3 – POLICY STATEMENTS

This policy is in accordance with Section 54 of the Modern Slavery Act 2015 and constitutes our company's slavery and human trafficking statement

Mike John

M John
Managing Director

28th February 2019
(review date February 2020)