



Modern Slavery Statement

Modern slavery is a term used to encapsulate various forms of servitude, forced or compulsory labour and human trafficking. It is estimated that around 40 million innocent men, women and children have been forced into various forms of modern slavery, around the world.

At Elliot Leigh TLC (ELTLC) we are committed to conducting our business responsibly and have a zero-tolerance approach to the issue of Modern slavery. We ensure that we do not knowingly participate with any activity or organisation that involves any form of modern slavery.

ELTLC realise that modern slavery is a complex and growing global issue that affects millions of people around the world. ELTLC is committed to ensuring its practices combat slavery, including forced, bonded, or compulsory labour and human trafficking.

ELTLC strive to ensure that modern slavery is not taking place anywhere in our business.

ELTLC is aware that by producing this statement on modern slavery, we are committing to ensuring our working practices and those of our partners minimise the impact our business activities to help combat modern slavery in the UK.

Our policies, procedures and practices so far has seen our commitment made to the following areas:

- Anti-corruption and Bribery Policy.
- Code of Conduct.
- Recruitment and selection.
- Right to work Procedures.
- Safeguarding Policy.
- Whistleblowing Policy

In reviewing these polices and processes we were able to ensure that the processes relating to each of these polices, minimised the risk of ELTLC breaching the Modern Slavery Act (2015) principles.

ELTLC can terminate or amend any of our contractors if modern slavery breaches are identified that significantly increase our risk and exposure to being linked with modern slavery practices.

The plan for the next 12 months is outlined in the full statement, with the main aims being to train all staff and put process and practices in to place to reduce the impact of our future activities being associated with breaches of the modern slavery principles through procurement and contracting.

INTRODUCTION

The term “modern slavery” refers to the offences of human trafficking, slavery, servitude, and forced or compulsory labour. This can then be considered under five headings:

- The sexual exploitation of adults.
- The trafficking of adults into conditions of labour exploitation.
- The trafficking of adults into conditions of criminal exploitation.
- The trafficking of minors into conditions of sexual, criminal, or labour exploitation.
- Other forms of exploitation



Human trafficking involves the recruitment, transfer or obtaining of an individual through coercion, abduction, fraud, or force, to exploit them. Although human trafficking often involves an international cross-border element, it is also possible to be a victim of modern slavery within our own country. There are several broad categories of exploitation linked to human trafficking including sexual exploitation, forced labour, domestic servitude, organ harvesting, child related crimes, forced marriage and illegal adoption.

Modern slavery includes victims who have been brought from overseas and vulnerable people in the UK who are forced to work illegally against their will across many different sectors.

This statement sets out ELTLC's actions to understand all potential modern slavery risks related to our business interests and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in any part of ELTLC or Elliot Leigh Group.

ELTLC recognise that we have a responsibility to take a robust approach to slavery and human trafficking. ELTLC is absolutely committed to preventing slavery and human trafficking in its corporate activities, and to ensure that any of our contractors are free from slavery and human trafficking.

POLICIES

ELTLC staff have access to the following policies which are reviewed as appropriately:

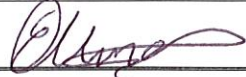
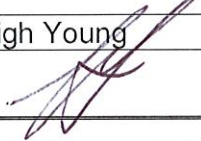
- Recruitment Policy
- Code of Conduct
- Whistleblowing Policy
- Anti-corruption Policy
- Child Criminal Exploitation
- Safeguarding Policy

Through these policies and the measures below we aim to prevent modern slavery occurring at ELTLC:

- All staff have undertaken mandatory training in safeguarding which covers modern slavery.
- Staff are aware of how to report incidents of concern and are encouraged to do so. They can do this through their managers or through our whistleblowing procedure.
- Safeguarding incidents are reported to the safeguarding Designated officer/manager.
- Pre-employment checking to minimise the risk of modern slavery within our recruitment process.

DIRECTORS' APPROVAL

This statement was approved on **23 JUNE 2023** by the Directors who review and update it annually.

Name of Directors: Elliot Altman	Name of Directors: Leigh Young
Signature: 	Signature: 
Date: 30-6-2023	Date: 30-6-2023