

LEARNING SPOT LTD  
Trading as The Builders Academy™

## **Anti-Slavery & Human Trafficking Policy**

### **Policy Statement**

Learning Spot Ltd trading as The Builders Academy™ is committed to preventing slavery, servitude, forced labour, and human trafficking in all areas of our business and supply chain.

We operate with honesty, integrity, and transparency and are committed to ensuring that modern slavery does not take place within our organisation or through any third parties working on our behalf.

This policy reflects our commitment to acting ethically and responsibly in all business relationships and to implementing effective systems and controls to safeguard against modern slavery.

### **Scope**

This policy applies to:

- Employees
- Directors and management
- Apprentices and learners
- Contractors and consultants
- Suppliers and service providers
- Any third party working on behalf of The Builders Academy™

### **Our Commitments**

The Builders Academy™ is committed to:

- Complying with the Modern Slavery Act 2015
- Operating fair and ethical recruitment and employment practices
- Providing a safe and respectful working environment
- Ensuring individuals are free to leave employment voluntarily
- Never knowingly engaging with organisations involved in slavery or human trafficking
- Promoting awareness of modern slavery and safeguarding concerns among staff

### **Recruitment and Employment**

The Builders Academy™ will ensure that:

- All employees have the legal right to work in the United Kingdom
- Recruitment processes are fair, lawful, and transparent
- Employees are treated fairly and paid in accordance with applicable laws and regulations
- No employee is subjected to forced labour, intimidation, threats, or coercion
- Identification and right-to-work documentation is checked appropriately

### **Supply Chain Responsibility**

We expect suppliers, contractors, and business partners to share our commitment to ethical working practices and to comply with all relevant legislation relating to modern slavery and human trafficking.

Where concerns are identified, appropriate action may be taken, including reviewing or terminating business relationships where necessary.

### **Reporting Concerns**

Employees, learners, contractors, and stakeholders are encouraged to report any concerns relating to slavery, exploitation, forced labour, or human trafficking.

Any concerns raised will be treated seriously and investigated appropriately.

Reports should be made to management as soon as possible.

### **Training and Awareness**

Where appropriate, staff will receive guidance and awareness relating to:

- Modern slavery indicators
- Safeguarding responsibilities
- Reporting concerns
- Ethical working practices

### **Responsibility**

Senior management has overall responsibility for ensuring this policy is implemented and monitored effectively throughout the organisation.

All employees and associated persons are expected to support and comply with this policy.

### **Monitoring and Review**

This policy will be reviewed annually or sooner where necessary to ensure continued compliance with legal requirements and best practice standards.

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