



# JTL Modern Slavery Statement

2023

## Modern Slavery Statement

1. JTL are required to publish this statement under the provisions of the Modern Slavery Act 2015 ('the Act'). The Act requires businesses to state the actions that they have taken to ensure that slavery or human trafficking is not taking place within its organisation or supply chain.
2. This statement relates to actions and activities in the financial year ending 31 July 2023. It was given Board approval in September 2023 and is expected to remain in place for the current financial year.

### Introduction from the Interim Chief Executive

3. Slavery and human trafficking remain a hidden blight on our global society. We all have a responsibility to be alert to the risks, however small, in our business and in the wider supply chain. JTL recognises that it has a legal responsibility to take a robust approach to slavery and human trafficking. Staff are expected to report concerns and management are expected to act upon them. Modern slavery has no place within our business or supply chain, and we therefore take a zero-tolerance approach to it.

### Our Organisation

4. JTL is one of the top three work-based learning providers in England and Wales. Working with a wide portfolio of businesses and training more apprentices than anyone else in the building services engineering sector. JTL's staff work in conjunction with educational establishments to deliver their programmes.
5. JTL's head office is in Orpington, Kent and we have offices throughout England and Wales. The organisation is controlled by a Board of Trustees and the Executive Management Team.

### Commitment

6. The Organisation acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions of the Modern Slavery Act 2015. The Organisation understands that this requires an ongoing review of both its internal practices and in relation to its labour force and, additionally, its supply chains.
7. No labour provided to JTL in the pursuance of its services is obtained by means of slavery or human trafficking.

## **Our Policy on 3<sup>rd</sup> Party Suppliers**

8. We are committed to ensuring that there is no slavery or human trafficking in our supply chain or any other part of our business. JTL do not condone this practice and will take a strong ethical stance by ensuring that its suppliers adhere to the highest standards of probity. Suppliers are required to demonstrate that they provide safe working conditions where necessary, treat workers with dignity and respect, and act ethically and within the law in their use of labour. Serious violations of JTL's supplier code of conduct will lead to the termination of the business relationship.
9. JTL does not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.
10. JTL makes limited use of employment agencies and in such circumstances, will only use reputable employment agencies to source workers and will always verify the practices of any new agency it is using before accepting workers from that agency.

## **Risks**

11. JTL has a comprehensive corporate risk assessment process and maintains a Risk Register. All risks are reviewed regularly, and all significant risks are reported to the JTL Board and discussed by the Audit and Risk Committee. The most recent risk assessment revealed that there are currently no activities undertaken which are considered to be at high risk of slavery or human trafficking. Nonetheless it has taken steps to ensure that such practices do not take place in its business nor the business of any organisation that supplies goods and/or services to it.

## **Raising Awareness**

12. JTL are committed to making sure that all employees are made aware of JTL's obligations under the Modern Slavery Act 2015 including:
  - how employees can identify and prevent slavery and human trafficking;
  - how to report potential slavery or human trafficking issues within the organisation; and
  - what external help is available, for example through the Modern Slavery Helpline.

## **Due Diligence**

13. As part of our initiative to identify and mitigate risk:
  - we have in place systems to encourage reporting and will protect whistle blowers;
  - our procurement processes will make clear our expectations of business behaviour.

## Board Member Approval

14. This statement is made in pursuance of [Section 54\(1\)](#) of the Modern Slavery Act 2015, has been approved by JTL's Board of Trustees and is reviewed and updated annually.

Approved by the JTL Board at its meeting on 21<sup>st</sup> September 2023

Signed: 

Sir John Low, Chair