

Envisage Anti (Modern) Slavery Policy and Statement

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

Envisage has a zero-tolerance approach to modern slavery, and we are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and due diligence controls to ensure modern slavery is not taking place anywhere in our own business or in any supply chain we enter into.

We are also committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chains, consistent with our disclosure obligations under the Modern Slavery Act (2015).

We expect the same high standards from all of our contractors, suppliers and other business partners, and as part of our contracting with suppliers, we will make them aware of this policy statement. In future we will make our suppliers aware of this policy statement and the specific prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, whether adults or children that this policy statement covers. We will expect that our suppliers will hold themselves and their own supplier chain to the same high anti/modern slavery standards.

This policy applies to all persons working for Envisage or on our behalf in any capacity, including employees at all levels; managers, part-time staff, external consultants, third-party representatives and business partners.

This policy statement does not form part of any employee's contract of employment and we may amend it at any time.

Responsibility for the policy statement

Envisage has overall responsibility for ensuring this policy complies with our legal and ethical obligations, and that all those under our control comply with it.

Envisage has primary and day-to-day responsibility for implementing this policy, monitoring its use and effectiveness, dealing with any queries about it, and auditing internal control systems and procedures to ensure they are effective in countering modern slavery.

The owner and management are responsible for ensuring those reporting to them understand and comply with this policy and are given adequate and regular training on it and the issue of modern slavery in any supply chain we enter in to.

We will make this statement policy available to our customers, learners, employers and stakeholders to comment on and suggest ways in which it might be improved.

Comments, suggestions and queries are encouraged and should be addressed to the David Ireson, owner, Envisage: david@envisagetyraining.co.uk

Compliance with the policy

All Envisage staff must ensure that you read, understand and comply with this policy. The prevention, detection and reporting of modern slavery in any part of Envisage's activities or supplier is the responsibility of all those working for us or under our control. Staff are required to avoid any activity that might lead to, or suggest, a breach of this policy.

You must notify the Envisage owner or a Envisage manager as soon as possible if you believe or suspect that a conflict with this policy has occurred or may occur in the future. Staff are encouraged to raise concerns about any issue or suspicion of modern slavery in any business/training activity or any of our suppliers/partners at the earliest possible stage.

If you believe or suspect a breach of this policy has occurred or that it may occur, you must notify

The Envisage owner or Envisage managers OR report it in accordance with our Whistleblowing Policy as soon as possible.

You should note that where appropriate, and with the welfare and safety of Envisage staff as a priority, we will give support and guidance to any of our suppliers or partners to help them address coercive, abusive and exploitative work practices in their own business and supply chains environments.

If you are unsure about whether a particular act, the treatment of workers more generally, or their working conditions with a supplier or with a partner constitutes any of the various forms of modern slavery, you must raise it with a Envisage manager or the Envisage owner.

Envisage encourage openness transparency in our working environment and will support anyone who raises genuine concerns in good faith under this policy, even if they turn out to be mistaken. We are committed to ensuring no one suffers any detrimental treatment as a result of reporting in good faith their suspicion that modern slavery of whatever form is or may be taking place in any part of our own business or in any of our suppliers or partners.

Detrimental treatment includes dismissal, disciplinary action, threats or other unfavourable treatment connected with raising a concern. If you believe that you have suffered any such treatment, you should inform a Envisage manager or the Envisage owner immediately. If the matter is not remedied, and you are an employee, you should raise it formally using our Grievance Procedure, which can be found in the current employee handbook.

This Anti (Modern) Slavery Policy and Statement is intended for businesses in all countries, especially the United Kingdom. Envisage has a zero-tolerance approach to modern slavery must be communicated to all suppliers and partners at the outset of our business relationship with them and reinforced as appropriate thereafter.

Breaches of this policy

Any Envisage staff member who breaches this policy will face disciplinary action, which could result in dismissal for misconduct or gross misconduct. We may terminate our relationship with other individual suppliers and partner organisations we work with if there is evidence of a breach of Envisage Anti (Modern) Slavery Policy.

Responsibility:

David Ireson – Owner 25/06/2024

Anti-Slavery (Modern) Policy and Statement		Authorised name: David Ireson
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