

Modern Slavery Statement

Document Title: Modern Slavery Statement

Date: 27th February 2020

Version: v4

Document Authorisation

QA by: John Stirling

Prepared by: Mike Gregory

Authorised by: Stuart Crosby

Document Control

Title Modern Slavery Statement

Authors Mike Gregory

Doc Ref -

Owner (Responsibility for Approval of Issued Versions)

| Name | Role | Date | Issue |
|---------------|----------|----------|-------|
| Stuart Crosby | Director | 04.05.17 | 1.0 |
| Stuart Crosby | Director | 09.03.18 | 2.0 |
| Stuart Crosby | Director | 12.06.19 | 3.0 |

Change History

| Issue | Date | Author/Editor | Details of Change |
|-------|----------|---------------|-------------------|
| V1 | 04.05.17 | Mike Gregory | Inception |
| V2 | 09.03.18 | Mike Gregory | Review |
| V3 | 12.06.19 | John Stirling | Annual Review |
| V4 | 27.02.20 | John Stirling | Annual Review |

Other Policies linked or changes will impact on

| Policy | Link or impact |
|-----------------------------|----------------|
| Equality & Diversity Policy | |
| | |
| | |



Table of Contents

| | | |
|----------|---------------------------------|----------|
| | Document Control | 2 |
| 1 | Introduction | 4 |
| 2 | Supply Chain | 4 |
| 3 | Policies & Processes | 4 |
| 4 | Planned Activities | 4 |

Modern Slavery Statement

Introduction

Ensis Solutions is a Government Registered Apprenticeship Training provider delivering apprenticeship qualifications to Levy and Non-Levy Apprenticeship employers.

This statement constitutes our modern slavery and human trafficking transparency statement as at March 2020. We will update this statement in our financial year 2020/21 and each subsequent year thereafter.

This statement explains the steps that we have taken to date to prevent modern slavery from occurring within our business and our supply chains, and how we plan to develop enhanced policies and procedures to improve our processes going forward.

Supply Chain

Ensis Solutions uses a number of suppliers to support our operations and activities operating in England.

These suppliers mostly supply services to us relating to marketing and recruitment, venues and events, IT delivery and support, our offices and premises, consultants and professional services. We also procure a limited amount of goods in the form of office supplies, furniture, IT hardware and other materials used in our day to day training operation.

Policies and Processes

We are committed to ensuring that our business and its supply chain are free of slavery and have implemented a number of measures to help achieve this, including:

- Having an anti-slavery clause in our contracts with suppliers; this requires our suppliers to ensure that they are complying with the Act and associated legislation.
- Awareness raising with those senior employees who procure goods.
- Relevant due diligence checks with our partnership agreements that our partners will comply with the Act and associated legislation.
- We also have a wider policy framework that supports the aims of the Act:
 - Safeguarding Policy – all Ensis Solutions staff are required to complete mandatory Safeguarding training.
 - Anti-Fraud, Bribery and Corruption Policy
 - Whistleblowing Policy

Planned activities

Over the next 12 months, we will build on the work already done to further develop our anti-modern slavery policies and procedures. Planned activities include:

- Updating our procurement and key policies across the organisation to ensure that modern slavery is addressed and, where appropriate, incorporating ethical trade, corporate social responsibility and human rights
- Ensuring that modern slavery is addressed throughout the procurement process by implementing due diligence and risk checks that evaluate potential suppliers in relation to modern slavery and identify improvements before they enter the supply chain
- Including a modern slavery risk assessment as we review our major existing suppliers on an ongoing basis and ensuring that actions are taken to mitigate any risks
- Completion of ethical procurement
- Providing training to key individuals and teams across the organisation who are responsible for managing contractual relationships
- Awareness raising across the wider organisation via internal communication channels such as our monthly team meetings