



HR-032-1.0b Anti-Slavery Policy

December 2025

1 INTRODUCTION

This policy is made pursuant to Section 54 of Part 6 of the Modern Slavery Act 2015 and sets out the steps that MGTS has taken to ensure that slavery and human trafficking are not taking place in our supply chains or in any part of our business.

This policy has been developed in accordance with the UK Government's updated Transparency in Supply Chains statutory guidance published in March 2025, which provides detailed recommendations for compliance with both the letter and spirit of Section 54.

2 OUR BUSINESS

MGTS is dedicated to providing its employees with a positive working environment which complies, or exceeds, the requirements of all applicable legislation concerning human rights, anti-discrimination and fundamental rights at work.

3 IMPLEMENTATION

MGTS is committed to acquiring goods and services for its use without causing harm to others. In doing so, MGTS is committed to supporting the UK Government's approach to implementing the UN Guiding Principles on Business and Human Rights.

In implementing this approach MGTS supports the Base Code of the Ethical Trading Initiative:

- Employment is freely chosen
- Freedom of association and the right to collective bargaining are respected
- Working conditions are safe and hygienic
- Child labour shall not be used
- Living wages are paid
- Working hours are not excessive
- No discrimination is practised
- Regular employment is provided
- No harsh or inhumane treatment is allowed

4 COMMITMENT

MGTS is committed to acquiring goods and services for its use without causing harm to others. We will make reasonable endeavours to ensure all employees and agents within our supply chain are not subject to any forced, compulsory/bonded labour or human trafficking and that they are paid in line with the national minimum wage.

All members of staff have a personal responsibility for the successful prevention of slavery and human trafficking with the management team taking responsibility for overall compliance.

This policy applies to all members of MGTS staff, learners, associates and contractors.

5 CONTACT INFORMATION

For queries regarding this policy and/or procedure:

Director of Finance & HR

Midlands Group Training Services Limited

Gulson Road

Coventry, CV1 2JG

Tel: 02476630333

Email: ruth.smith@mgts.co.uk

Policy Owner: Director of Finance & HR

Date	Summary of Changes	Version:	Author (Updated by):
04 December 2025	New Document to provide Policy on Slavery and Human Trafficking. This replaces the previous Policy Document. Updated to reference Section 54 of Part 6 of the Modern Slavery Act 2015 and the March 2025 updated statutory guidance on transparency in supply chains.	1.0	Jordan Geoghegan Quality & Compliance Manager

Next Review: See Document Control Register

Policy Approved By:



Ruth Smith

Director of Finance & HR

04.12.2025