

“MODERN SLAVERY POLICY”

“About That all here to all clarifications

With Confident ,Condition, OR evidience”

DICTIONARY OF STORIES
RETUNERECORD

Plan a response to the
discovery of Modern
Slavery in your business
operations

- Poor physical appearance
- Vulnerable and isolated
- Few personal belongings
- Evidence of physical/mental abuse
- Groups of people being moved at unusual hours

What understandings does this programme convey about what young people are like, what their interests and concerns are, and how best to intervene in their lives to help them become adult citizens?

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This is further compounded by intersectionality such issues of classism,

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Employ more people from
disadvantaged groups

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Develop a robust approach
to removing Modern
Slavery from your supply
chains

Talk about the values and aspirations of your business Completed However small your team, make sure everyone knows how they contribute to the values and aspirations of the business. If you are a team of one think about how you communicate your own values or behaviours with your customers and clients. Sharing this plan could be a simple starting point and an annual meeting to brainstorm ideas together could help kick things off. Evidence " One on Music is A Educations, alrights That not us competitions. that musik is on Educations. that Your Must Have idea for create it that. your must create,make idea in your. That in idea. that your create us poetry,word ,and your feeling create to all in your idea. You must more read and listen to etc people and watching performance from etc musician and that you will take study from that. You must read many more article and your must can create for your article. Because Music can your complicated or that is simple for your in your life"

Evidence Not use forced, involuntary or underage labour 1.1 Workers should be free to choose their employment and leave that employment on reasonable notice without hold of financial deposit or personal items. 1.2 Forced, bonded or involuntary prison labour shall not be used. 1.3 Not engage in any way with human trafficking, or support or work with organisations that engage in any way with human trafficking activity, organisations or persons. 1.4 Recruitment fees, if applicable, are always borne by the employer only. 1.5 Actively exceed the requirements of any anti-slavery / modern slavery legislation in any country that they operate in and comply with any voluntary and mandatory publication schemes in place to provide transparency of this activity. 1.6 Support the effective abolition of child labour. 1.7 Comply with the national minimum age for employment, or minimum age 14, whichever is the higher unless a lower local minimum age is permitted under International Labour Organisation (ILO) convention 138. 1.8 Where any child is found to be engaged in or performing child labour, to provide support for that child to enable them to complete, as a minimum, their compulsory education (even if they shall cease to be involved in child labour), or an equivalent education level, as provided for under the UN Covenant on Economic, Social and Cultural Rights. Such support by the supplier should recognise and not prove detrimental to the conditions of the child or those that their work supports. 2. Provide suitable working conditions and terms General 2.1 At least statutory minimum wages (or if none, a realistic living wage) must be paid without discrimination to all workers and all non-statutory deductions must be reasonable and with the consent of the worker. 2.2 Working hours must not be excessive (not over 48 hours per week, excluding overtime) and must allow for at least 1 day off for each 7-day period on average or, where allowed by national law

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Value and aspirations of business¹

- Evidence

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Make sustainability part of your staff development process and practice ²

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Provide Modern Slavery training for staff ³

- “Mentors and Mentee”

Develop a robust approach to removing Modern Slavery from your supply chains.

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Develop opportunities to support the victims of Modern Slavery ⁵

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Employ more people from disadvantaged groups

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Support skills development initiatives for schools and colleges ⁷

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Prioritise employment opportunities.....7.1

- For most companies, the easiest way to tackle some of the goals is through better employment policies. This means becoming an inclusive employer and reaching out to communities that might not generally get the opportunity to participate in the industry – having apprentice opportunities for young people in poor and ethnic minority communities and ensuring the company has a gender balance in terms of employment

Examine supply chains.....7.2

- For a number of companies, the big impact will be on how the company selects and manages its suppliers. Even if the company implements green policies at its office, its suppliers might not share the same values. Therefore, it’s essential for companies to integrate the goals into launching partnerships and engage with suppliers that share the same philosophy

Boost transparency.....7.3

- One simple, yet effective way to incorporate the goals into your company strategy is simply by enhancing your transparency. Include more information about where, when and how you are sourcing your business materials, what your hiring criteria are, and so on. This will force companies to look at these questions but also make it easier for consumers to make informed decisions.

Organise informal workplace talks around equality, diversity and inclusion ⁸

- Mentors should never work beyond the bounds of their capability, experience and expertise to the point where they do not feel confident in providing the mentee with proper support. Where appropriate, mentors should seek advice or refer mentees to another point of contact or enterprise support professional.
- The confidentiality of the client remains paramount at all times. At no time will a mentor disclose any part of the relationship to any person whosoever, without the explicit agreement of the client.

Any notes or other records of mentoring sessions shall remain, at all times, the property of the client. They may, for convenience, be retained by the mentor but may be requested by the client at any time.

- Mentors have a responsibility to highlight any ethical issues (such as conflicts of interest) that may arise during a mentoring relationship at the earliest opportunity.
- Mentors should not attempt to do the mentees job for them
- the mentee has the ability and the potential, the mentor's job is to help them realise it.
- Mentors will maintain their professional competence through participation in continuous professional development.

Employ more people from disadvantaged groups..... 8.1

- Evidence

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Support the vulnerable in your community..... 8.2

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Enlist some support to help you navigate change..... 8 3

Code of conduct

Scope A mentor does not give advice, rather helps the mentee to weigh up situations, through a process of reflection, questions, challenge and feedback allowing the mentee to come to a decision themselves. The mentor will conduct themselves with dignity and will act in a way which respects diversity and promotes equal opportunities. Mentoring code

- The mentor’s role is to respond to the mentee’s needs and agenda; it is not to impose their own agenda.
- Mentors will agree with the mentee how they wish the relationship to work adopting the most appropriate level of confidentiality.
- Mentors will be aware of, and adhere to any current legislation relating to activities undertaken as part of the mentoring service.
- The mentee should be made aware of their rights and any complaints procedures.
- Mentors and mentees will respect each other’s time and other responsibilities, ensuring they do not impose beyond what is reasonable.
- The mentor will ensure the mentee accepts increasing responsibility for managing the relationship; the mentor will empower them to do so and will promote the mentee’s autonomy.
- Either party may dissolve the relationship at any time throughout the period of the mentoring relationship.
- The mentor will not intrude into areas the mentee wishes to keep private until invited to do so. They should, however, help the mentee to recognise how other issues may relate to these areas.
- Mentors will open and truthful with themselves and their mentee whilst participating in the mentoring relationship.
- Mentors will share the responsibility for the smooth winding down of the relationship with the mentee, once it has achieved its purpose – they must avoid creating dependency.
- The mentoring relationship should not be exploitative in any way, neither may it be open to misinterpretation. ■ Mentors should never work beyond the bounds of their capability, experience and expertise to the point where they do not feel confident

Know how your business activities can contribute..... 8 4

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This All about content to Modern Slavery Policy

Writing to content from by Director and agreement support to clarifications to that all in content.

Modern Slavery Policy Statement



Ramdan Yoga Pradana

"This Content Approved and agreement to this name place writing us Modern Slavery Policy.

CEO DIRECTOR

15 October 2022

