



Holdfast Training Services Limited

Royal School of Military Engineering

Modern Slavery and Human Trafficking Policy

Name/position	Author/ Owner	Version	Date of review	Approved by/position	Renewal date
Bev Avenell Business Support Manager	BA	1	April 2021	Jeremy Wilman Managing Director	April 2022
Bev Avenell Business Support Manager	BA	2	April 2022	Jeremy Wilman Managing Director	April 2023
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Bev Avenell Business Support Manager	BA	4	April 2024		

Holdfast Training Services Limited Modern Slavery and Human Trafficking Policy

Policy Statement

This policy applies to all persons working for us or on our behalf in any capacity, including personnel at all levels, directors, officers, agency workers, seconded workers, volunteers, agents, contractors and suppliers. Holdfast Training Services Limited (HTS) strictly prohibits the use of modern slavery and human trafficking in our operations and supply chain. We have, and will continue to be, committed to implement systems and controls aimed at ensuring that modern slavery is not taking place anywhere within our organisation or in any of our supply chains. We expect that our suppliers will hold their own suppliers to the same high standards.

Commitments

Modern Slavery and Human Trafficking is a term used to encompass slavery, servitude, forced and compulsory labour, bonded and child labour and human trafficking. Human trafficking is where a person arranges or facilitates the travel of another person with a view to that person being exploited. Modern slavery is a crime and a violation of fundamental human rights.

We shall be a company that expects everyone working with us or on our behalf to support and uphold the following measures to safeguard against modern slavery:

- We have a zero-tolerance approach to modern slavery in our organisation and our supply chains;
- The prevention, detection and reporting of modern slavery in any part of our organisation or supply chain is the responsibility of all those working for us or on our behalf. Workers must not engage in, facilitate or fail to report any activity that might lead to, or suggest, a breach of this policy;
- We are committed to engaging with our stakeholders and suppliers to address the risk of modern slavery in our operations and supply chain;
- We take a risk-based approach to our contracting processes and keep them under review. We assess whether the circumstances warrant the inclusion of specific prohibitions against the use of modern slavery and trafficked labour in our contracts with third parties. Using our risk-based approach, we will also assess the merits of writing to suppliers requiring them to comply with our Code of Conduct, which sets out the minimum standards required to combat modern slavery and trafficking;
- Consistent with our risk-based approach we may require:
 - employment and recruitment agencies and other third parties supplying workers to our organisation to confirm their compliance with our Code of Conduct;
 - suppliers engaging workers through a third party to obtain that third parties' agreement to adhere to the Code;
- As part of our ongoing risk assessment and due diligence processes we will consider whether circumstances warrant us carrying out audits of suppliers for their compliance with our Code of Conduct;
- If we find that other individuals or organisations working on our behalf have breached this policy, we will ensure that we take appropriate action. This may range from considering the possibility of breaches being remediated and whether that might represent the best outcome for those individuals impacted by the breach to terminating such relationships.

HTS is a subsidiary of HICL Infrastructure and so operates in accordance with the their Modern Slavery Transparency Statement found at: [2021 05 25 HICL UK MSA statement vF](#)

HTS personnel are Vercity Group employees and also operate in accordance with their Modern Slavery policy.

Signed:

A handwritten signature in black ink, appearing to read 'J Wilman'.

Jeremy Wilman
Managing Director
Holdfast Training Services Ltd

Dated: April 2023