

## Modern Slavery Policy

1. LTS Group is committed to eliminating modern slavery, human trafficking, forced labour, and similar human rights abuses.
2. LTS Group is committed to ensuring that its staff and any workers it supplies (directly or indirectly) are not subject to behaviour or threats that may amount to modern slavery, human trafficking, forced labour, and similar human rights abuses. LTS Group expects all suppliers, workers and other business partners to maintain the same high standards.
- 3 LTS Group provides appropriate training and awareness information for all of its staff  
In particular:
  - Our recruiters, HR personnel, and/or staff involved in our procurement and supply chains] are made aware of government guidance around modern slavery and human trafficking, as well as other wider human rights issues.
- 4 Any staff, workers or other parties are strongly encouraged to report any concerns or suspicions that they might have to identify an appropriate contact(s), by name or by role.
- 5 Reports surrounding these issues are taken extremely seriously by our board of directors who are committed to ensuring that all investigations shall be prompt and effective. If our investigations reveal any issues, we are committed to taking appropriate action, including but not limited to:
  - a. Removing that organisation from our preferred supplier list,
  - b. Passing details to appropriate law enforcement bodies.
- 6 We regularly monitor our risks in this area through the use of relevant key performance indicators, including:
  - The level of modern slavery training and awareness amongst our staff.
  - Training on this policy and the risk that LTS Group faces from modern slavery in our business dealings will be given to all staff as necessary. We will expect them to identify any exploitation and modern slavery and be able to report any such cases.
- 7 As part of our efforts in this area, we publish a modern slavery statement on an annual basis.
- 8 We would also recommend reading this in conjunction with our other policies, including our:



- a. Equal Opportunities policy,
- b. Safer Recruitment policy,
- c. Equality and Diversity policy,
- d. Anti-bribery / corruption policy, and
- e. Whistle-blowing policy.

### Communicating this Policy

This guidance will be communicated to contractors during the initial interview and will be updated annually or if any changes to legislation. This policy is available on the LTS Group Website.

Contact	Contact details	Comments
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SIGNED: *Eddi Banks*  
POSITION: DIRECTOR  
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