

Modern Slavery & Human Trafficking Policy

1. Commitment

LTS Group is committed to eliminating modern slavery, human trafficking, forced labour, and other human rights abuses in its business operations and supply chains.

2. Expectations for Staff and Partners

LTS Group ensures that its staff, agency workers, and any workers supplied directly or indirectly are not subject to behaviour or threats that could amount to modern slavery, human trafficking, forced labour, or other human rights abuses. We expect all suppliers, contractors, and business partners to uphold the same high standards.

3. Training and Awareness

LTS Group provides appropriate training and awareness information to all staff. In particular:

- Our recruiters, HR personnel, and staff involved in procurement or supply chains are made aware of UK government guidance on modern slavery, human trafficking, and wider human rights issues.
- Staff are trained to recognise the signs of exploitation and modern slavery and to report any concerns.

4. Reporting Concerns

All staff, workers, and other parties are strongly encouraged to report any suspicions or concerns. Reports can be made to the named contact(s) or by role within the organisation, in confidence.

5. Investigation and Action

Reports relating to modern slavery or human trafficking are taken seriously by the board of directors. All investigations will be **prompt, thorough, and effective**. Where issues are identified, LTS Group is committed to taking appropriate action, which may include:

- Removing the supplier or partner from our preferred supplier list
- Referring matters to appropriate law enforcement or regulatory authorities

6. Monitoring and Review

LTS Group regularly monitors risks associated with modern slavery through relevant key performance indicators, including:

- Level of modern slavery and human trafficking awareness among staff
- Completion of training related to this policy and identification of potential exploitation or modern slavery in our business dealings



Training on this policy will be provided to all staff as necessary, and staff will be expected to identify and report any concerns.

7. Modern Slavery Statement

LTS Group publishes a **Modern Slavery Statement** annually, in compliance with the **Modern Slavery Act 2015** (UK), outlining actions taken to prevent modern slavery in our operations and supply chains.

8. Related Policies

This policy should be read in conjunction with our other policies, including:

- Equal Opportunities Policy
- Safer Recruitment Policy
- Equality and Diversity Policy
- Anti-Bribery / Corruption Policy
- Whistleblowing Policy

9. Communication

This policy is communicated to contractors during their initial interview and training. It will be reviewed and updated annually or whenever relevant legislation changes. The policy is publicly available on the **LTS Group website**.

Legislation Reference

- **Modern Slavery Act 2015 (UK)**
- Relevant government guidance on modern slavery and human trafficking

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DATE SEPT 2025
REVIEW DATE: SEPT 2026