

## Modern Slavery Statement

Focal Point Training and Consultancy Ltd is absolutely committed to preventing slavery and human trafficking in its business activities and its supply chains.

### Companyteam Structure

Focal Point is a small UK based consultancy with two directors and a team of associates. Most business is conducted in the UK with occasional development programmes run internationally.

Although we do not fall under the scope of mandatory compliance to the Modern Slavery Act we believe it is good practice and in line with our Values to issue this voluntary statement.

### Risks

Due to the nature of our business and the sector we operate in, we assess that there is very low risk of slavery and human trafficking in our business and supply chains. However, we aim to periodically review the effectiveness of the relevant policies and procedures that we have in place. We do not have key performance indicators in relation to slavery or human trafficking as any instance would be expected to be a breach of law, our supplier standards and/or our company policies.

### Mitigation

We ensure...

- our values and behaviours set out clear guidelines for how we expect our people to behave with colleagues, clients and wider society
- we seek to treat everyone fairly and consistently, creating a workplace and business environment that is ethical, open and transparent
- we ask new suppliers to provide evidence of their commitment in this area
- we have a number of policies and procedures, which link to and underpin this statement such as Promoting Equality and Valuing Diversity, Dignity at Work, Internal Quality Assurance, Anti Bribery Policy and Complaints Policy

### Responsibilities

- The Directors, Stella Chandler and Tracy Powley, are responsible for reviewing and managing this statement
- If anyone in the company network suspects activity which contravenes the Modern Slavery Act, they should refer the matter to the Directors at the earliest opportunity
- The Directors will investigate any concerns thoroughly

### Communicating the Statement

A copy of this statement is available on our website.

We ensure that our associate trainers and support staff have a copy of this policy when they first join our team and annually thereafter and sign to say they have read and understood their responsibilities (only when first joining).

Anyone may also request a copy from our support manager.

### **Reviewing the Policy**

This policy will be monitored and reviewed annually.